EMPLOYEE BENEFITS 1980

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CHAMBER OF COMMERCE OF THE UNITED STATES

EMPLOYEE BENEFITS 1980

U.S. CHAMBER
SURVEY RESEARCH CENTER

U.S. CHAMBER SURVEY RESEARCH CENTER, ECONOMIC POLICY DIVISION
CHAMBER OF COMMERCE OF THE UNITED STATES
1615 H STREET, N.W., WASHINGTON, D.C. 20062

EMPLOYEE BENEFITS 1981

The EMPLOYEE BENEFITS reports are published annually.
Questionnaires for the 1981 survey will be mailed in January 1982. The survey report EMPLOYEE BENEFITS 1981 is expected to be available in October or November 1982. Information regarding price of the 1981 report can be secured in September 1982 from Employee Benefits Survey, Economic Policy, Chamber of Commerce of the United States, Washington, D.C. 20062.

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Library of Congress Catalog Card Number: 54-2030
ISBN 0-89834-043-8
ISSN 0194-3499
First Printing 20,000

Design: Kathy Vetter

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1. INTRODUCTION

Employee benefit growth, during recent years, has substantially improved worker well-being, and has also increased the cost of doing business.

Payments for vacations, holidays, rest periods, etc., constitute almost half of total employee benefits. These payments are included in most government wage reports as a portion of employee wages. Such payments give employees increased compensation for each hour actually on the job. Thus, they also increase the employer's cost for each hour of productive labor.

Pension, insurance, Social Security, and other employer payments for nonwage employee benefits are not part of the payroll, and are not reflected in current income or wages of employees. Such benefits, however, greatly improve employee security and well-being, and also increase the cost of doing business.

This study is, in general, limited to employees who are not exempt from the Fair Labor Standards Act. Pay of workers covered by this survey varies with the number of hours worked. However, for banks, financial institutions, etc., all nonsupervisory employees and working supervisors are included, regardless of their method of wage payment.

Thirty-three years ago, the Chamber of Commerce of the United States noted the scarcity of statistical information regarding the scope and nature of employee benefits, and conducted the first comprehensive employee benefit study for a cross section of American industry. This study was widely and favorably received. At the request of employers it was repeated biennially with extended coverage and in greater detail.

Responding to numerous requests of employers for more frequent data, we are now conducting annual surveys.

This nineteenth study was possible only with the cooperation of the 983 reporting employers who sorted through their records to furnish the detailed information requested, frequently at considerable cost to themselves. We wish to thank them for their help.

Several organizations cooperated with the U.S. Chamber in this study. The National Retail Merchants Association, Hospital Association of New York State, Hospital Association of Pennsylvania, Kansas City Area Hospital Association, and American Paper Institute each helped us secure data from some of their members. We greatly appreciate the assistance of these organizations in helping us improve the coverage of this survey.

This survey was conducted in the U.S. Chamber's Survey Research Center, Economic Policy Division, by Fred D. Lindsey, Consultant.

RICHARD W. RAHN
Vice President and
Chief Economist

November 1981

2. SUMMARY OF FINDINGS

1. Employee benefit payments varied widely among the 983 reporting companies, ranging from less than 18 percent to more than 65 percent of payroll and from under $2,600 to more than $10,000 yearly per employee (Table 1).
2. The average payment in 1980 was 37.1 percent of payroll, $2.958 per payroll hour, and $6,084 per year per employee (Table 2).
3. Industry payments varied widely. Hospitals averaged 29.6 percent, but the petroleum industry paid 48 percent (Table 6).
4. Highest payments were made in the Northeastern, then the East North Central states, followed by the Western and Southeastern states (Table 9).
5. Larger firms tended to pay higher benefits than smaller firms (Table 10).
6. Payments for nongovernment pensions were reported by 87 percent of the companies (Table 15), with pension payments for these firms averaging 6.2 percent of payroll (Table 16).
7. All but four companies reported payments for employee insurance programs, with these payments averaging 5.8 percent of payroll (Table 12).
8. Payrolls of reporting companies included 95.5 percent for straight-time pay, 2.5 percent for overtime premium pay, 0.5 percent for holiday premium pay, 0.5 percent for shift differential, 0.8 percent for earned incentive or production bonus, and 0.2 percent for other payroll items (Table 18).
9. Employee payroll deductions for benefits included 5.8 percent Old-Age, Survivors, Disability, and Health Insurance (FICA taxes), 0.3 percent for pensions, and 0.9 percent for life, hospitalization, surgical, and other insurance (Table 17).
10. Benefit payments for 186 companies submitting data since 1959 increased from 24.7 percent in 1959 to 31.1 percent in 1969 and 41.4 percent in 1980 (Table 19).

3. DISTRIBUTION OF BENEFIT PAYMENTS

Payments for employee benefits varied widely among the 983 reporting companies. At one extreme were nine companies paying less than 18 percent of payroll for benefits, while six firms paid 65 percent or more.

Expressed as cents per payroll hour, the range was even more extreme. Seven firms paid less than a dollar an hour, while 20 firms paid five dollars or more. On an annual basis, 26 firms paid less than $2,600 per employee, while 34 firms paid $10,000 or more.

The distribution of benefit payments for the 983 companies is shown in Table 1.

One-tenth of the firms paid more than 48.9 percent of payroll for benefits, while one-fourth paid more than 42.8 percent, as shown in Table 2. Half the firms paid more than 36.7 percent, three-fourths more than 30.8 percent, and nine-tenths more than 25.5 percent. The arithmetic mean or average payment was 37.1 percent. This was somewhat larger than the middle payment of 36.7 percent, since it was influenced by the high-paying companies.

Corresponding data as cents per payroll hour and as annual dollars per employee are also shown in Table 2.

Within individual industries, benefit payments also varied widely. Payments in the food, beverages, and tobacco industry varied from under 24 percent to more than 55 percent, and in the electrical machinery, equipment, and supplies industry they varied from less than 20 to more than 55 percent. The distribution of individual company payments by industry groups is shown in Table 3.

TABLE 1. Distribution of Employee Benefits, 1980

Percent of payroll		Cents per payroll hour		Dollars per year per employee	
Percent	Number of companies	Cents	Number of companies	Dollars	Number of companies
Under 18.0%	9	Under 100.0c	7	Under $2,600	26
18.0-19.9	12	100.0-109.9	9	2,600-2,799	10
20.0-21.9	15	110.0-119.9	8	2,800-2,999	16
22.0-23.9	27	120.0-129.9	10	3,000-3,199	17
24.0-25.9	48	130.0-139.9	10	3,200-3,399	17
26.0-27.9	46	140.0-149.9	18	3,400-3,599	26
28.0-29.9	59	150.0-174.9	55	3,600-3,799	23
30.0-31.9	74	175.0-199.9	69	3,800-3,999	34
32.0-33.9	83	200.0-224.9	70	4,000-4,499	76
34.0-35.9	93	225.0-249.9	110	4,500-4,999	81
36.0-37.9	80	250.0-274.9	105	5,000-5,499	108
38.0-39.9	88	275.0-299.9	85	5,500-5,999	93
40.0-41.9	79	300.0-324.9	89	6,000-6,499	77
42.0-43.9	60	325.0-349.9	80	6,500-6,999	81
44.0-45.9	57	350.0-374.9	53	7,000-7,499	59
46.0-47.9	40	375.0-399.9	54	7,500-7,999	52
48.0-49.9	33	400.0-424.9	56	8,000-8,499	53
50.0-54.9	48	425.0-449.9	33	8,500-8,999	49
55.0-59.9	18	450.0-474.9	24	9,000-9,499	27
60.0-64.9	8	475.0-499.9	18	9,500-9,999	24
65.0 and over	6	500.0 and over	20	10,000 and over	34
TOTAL	983	TOTAL	983	TOTAL	983

TABLE 2. Five Levels of Employee Benefits, 1980

Item	As percent of payroll	Cents per payroll hour	Dollars per year per employee
10% of firms paid more than	48.9%	423.9¢	$8,873
25% of firms paid more than	42.8	356.1	7,449
50% of firms paid more than	36.7	281.2	5,812
75% of firms paid more than	30.8	221.4	4,506
90% of firms paid more than	25.5	162.0	3,494
Mean or average payment	37.1%	295.8¢	$6,084

TABLE 3. Distribution of Employee Benefits as Percent of Payroll, by Industry Groups, 1980

Total employee benefits as percent of payroll	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excluding mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Under 18.0%	9	4	...	1	1	...	...	...	...	...	...	...	1	...	1	...	5	...	...	2	...	...	1	2
18.0-19.9	12	2	...	...	...	...	...	...	...	...	...	...	1	1	...	...	10	...	1	2	...	...	2	5
20.0-21.9	15	9	...	...	2	...	1	...	...	...	1	...	1	2	...	2	6	...	...	1	...	...	3	2
22.0-23.9	27	15	1	2	2	2	...	...	...	...	2	2	2	2	...	...	12	...	...	...	1	2	6	3
24.0-25.9	48	26	4	7	1	...	2	...	1	1	...	3	1	...	2	4	22	...	1	1	1	...	14	5
26.0-27.9	46	22	2	4	2	1	...	...	3	...	...	4	3	3	...	...	24	1	...	2	1	2	13	5
28.0-29.9	59	31	2	1	3	3	2	...	2	1	...	3	3	7	1	3	28	2	2	1	...	3	15	5
30.0-31.9	74	35	1	2	1	2	...	...	2	2	3	5	9	6	1	1	39	2	2	5	9	2	11	8
32.0-33.9	83	40	2	2	1	3	...	...	5	1	2	7	10	4	1	2	43	6	1	4	4	13	10	5
34.0-35.9	93	46	3	4	4	3	1	1	1	2	1	6	5	8	4	3	47	12	...	4	5	8	11	7
36.0-37.9	80	37	2	1	3	1	2	...	2	2	...	8	9	1	1	5	43	12	...	1	5	12	4	9
38.0-39.9	88	56	1	5	2	6	3	1	3	1	...	8	9	4	7	6	32	12	1	1	4	6	3	5
40.0-41.9	79	36	2	2	1	1	2	...	...	1	5	8	2	6	2	4	43	18	...	1	7	10	3	4
42.0-43.9	60	34	2	...	2	3	3	1	2	1	4	1	8	2	4	...	26	14	...	...	3	4	...	5
44.0-45.9	57	33	3	...	3	1	2	1	1	2	4	7	6	1	1	1	24	11	1	1	8	3	...	...
46.0-47.9	40	20	...	...	1	...	4	1	3	1	3	...	2	3	1	1	20	9	...	...	5	3	...	3
48.0-49.9	33	19	...	...	1	...	4	...	...	...	3	2	4	3	1	1	14	10	...	...	2	1	...	1
50.0-54.9	48	35	2	1	2	...	2	3	1	1	1	8	8	4	1	1	13	6	...	1	4	2	...	...
55.0-59.9	18	13	1	...	...	1	2	2	1	...	3	1	...	2	...	...	5	1	...	...	3	...	...	1
60.0-64.9	8	8	...	...	...	...	1	...	...	...	3	2	1	...	...	1	...	...	...	...	...	...	...	...
65.0 and over	6	5	...	...	...	...	1	...	...	...	2	1	...	...	1	...	1	...	...	...	...	1	...	...
Total companies	983	526	28	32	32	27	32	10	27	16	37	76	85	60	29	35	457	116	9	27	62	72	96	75
50% of companies paid more than	36.7	37.8	35.7	31.5	35.8	36.0	44.5	54.3	36.0	37.5	44.5	38.1	37.6	35.4	39.1	37.2	35.7	41.3	31.0	32.0	40.7	37.1	29.3	33.2

*Includes research, engineering, education, government agencies, construction, etc.

4. AVERAGE BENEFIT PAYMENTS

Employee benefit payments in 1980 averaged 37.1 percent of payroll for all companies. Included were:

Legally required payments (employer's share only)	8.9%
Pension, insurance, and other agreed-upon payments (employer's share only)	12.6%
Paid rest periods, lunch periods, etc.	3.5%
Payments for vacations, holidays, sick leave, etc.	9.9%
Profit-sharing payments, bonuses, etc.	2.2%
Total	37.1%

As shown in Table 4, the manufacturing companies averaged 38.2 percent, somewhat more than the all-company average, while the nonmanufacturing companies averaged 35.9 percent.

Manufacturing firms had higher benefit payments for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes), Unemployment Compensation, workers' compensation, nongovernment insurance, vacations, and paid holidays.

Nonmanufacturing firms had higher payments for nongovernment pensions, sick leave, employee meals furnished free, and discounts on goods and services purchased from the company.

TABLE 4. Employee Benefits, by Type of Benefit, 1980

Type of benefit	Total, all companies	Total, all manufacturing	Total, all nonmanufacturing
Total employee benefits as percent of payroll	37.1	38.2	35.9
1. Legally required payments (employer's share only)	8.9	9.9	7.6
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	5.8	5.9	5.7
b. Unemployment Compensation	1.4	1.7	1.0
c. Workers' compensation (including estimated cost of self-insured)	1.6	2.2	0.9
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	0.1	0.1	*
2. Pension, insurance, and other agreed-upon payments (employer's share only)	12.6	13.0	12.3
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	5.4	4.8	6.1
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	5.8	6.8	4.7
c. Short-term disability	0.4	0.5	0.2
d. Salary continuation or long-term disability	0.3	0.2	0.3
e. Dental insurance premiums	0.3	0.4	0.3
f. Discounts on goods and services purchased from company by employees	0.1	0.1	0.2
g. Employee meals furnished by company	0.2	0.1	0.3
h. Miscellaneous payments (compensation payments in excess of legal requirements, separation or termination pay allowances, moving expenses, etc.)	0.1	0.1	0.2
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	3.5	3.6	3.5
4. Payments for time not worked	9.9	9.5	10.3
a. Paid vacations and payments in lieu of vacation	4.9	5.0	4.8
b. Payments for holidays not worked	3.4	3.5	3.2
c. Paid sick leave	1.3	0.8	1.9
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	0.3	0.2	0.4
5. Other items	2.2	2.2	2.2
a. Profit-sharing payments	1.2	1.4	1.1
b. Contributions to employee thrift plans	0.3	0.2	0.4
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	0.4	0.4	0.3
d. Employee education expenditures (tuition refunds, etc.)	0.2	0.1	0.3
e. Special wage payments ordered by courts, payments to union stewards, etc.	0.1	0.1	0.1
Total employee benefits as cents per payroll hour	295.8	306.3	283.7
Total employee benefits as dollars per year per employee	6,084	6,314	5,820

*Less than 0.05%

**Figure shown is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.

5. INDUSTRY VARIATIONS

Employee benefit payments varied widely from industry to industry. The petroleum industry paid 48 percent, followed by the primary metal industries paying 45.1 percent, and chemicals and allied products industry paying 43.3 percent. Hospitals paid only 29.6 percent, and textile products and apparel paid 31.9 percent.

Expressed as cents per payroll hour, payments ranged from 508.1 for the petroleum industry to 172.5 cents for textile products and apparel. Annual dollars per year per employee varied from $10,578 for the petroleum industry to $3,534 textile products and apparel.

Additional summary data on benefit payments by industries are shown in Table 5 and Chart 1.

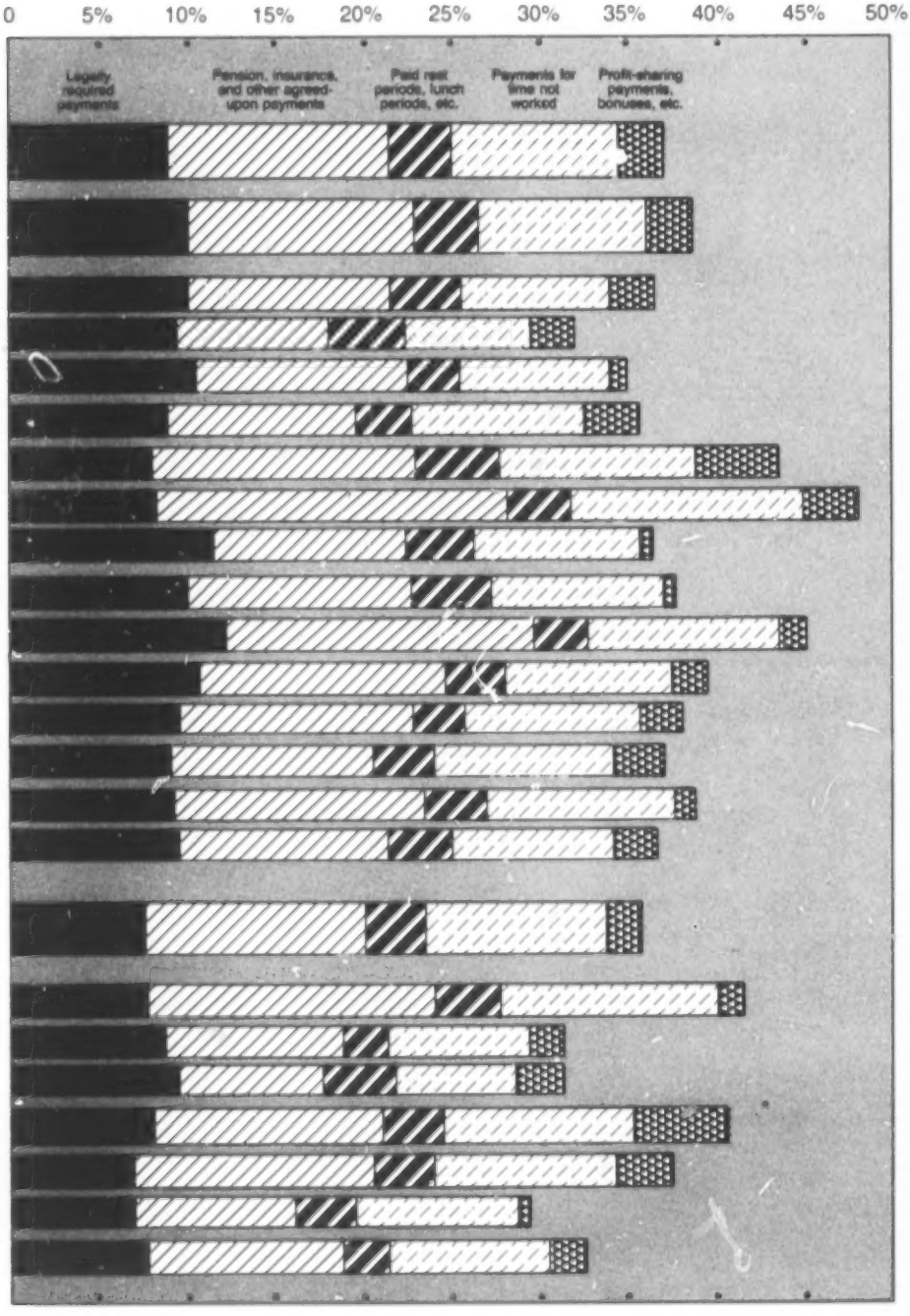
More complete details regarding benefits as percent of payroll, cents per payroll hour, and dollars per employee are shown in Tables 6, 7, and 8.

TABLE 5. Major Types of Employee Benefits, by Industry Groups, 1980

Industry group	Employee benefits as percent of payroll						Total employee benefits as cents per payroll hour	Total employee benefits as dollars per year per employee	Number of companies
	Total, all employee benefits	Legally required payments (employer's share only)	Pension, insurance, and other agreed-upon payments (employer's share only)	Paid rest periods, lunch periods, etc.	Payment for time not worked	Profit-sharing payments, bonuses, etc.			
Total, all industries	37.1	8.9	12.6	3.5	9.9	2.2	295.8	6,084	983
Total, all manufacturing	38.2	9.9	13.0	3.6	9.5	2.2	306.3	6,314	526
Manufacture of:									
Food, beverages, and tobacco	36.4	10.0	11.8	3.7	8.6	2.3	271.6	5,808	28
Textile products and apparel	31.9	9.6	8.4	4.3	7.4	2.2	172.5	3,534	32
Pulp, paper, lumber, and furniture	35.0	10.3	12.2	2.8	8.7	1.0	263.5	5,427	32
Printing and publishing	35.7	9.0	10.3	3.6	9.6	3.2	296.2	5,954	27
Chemicals and allied products	43.3	7.9	15.1	4.9	10.9	4.5	359.1	7,493	32
Petroleum industry	48.0	8.2	20.0	3.6	13.1	3.1	508.1	10,578	10
Rubber, leather, and plastic products	36.7	11.5	10.8	3.9	9.6	0.9	272.4	5,562	27
Stone, clay, and glass products	37.8	10.0	12.8	4.4	9.8	0.8	280.4	5,769	16
Primary metal industries	45.1	12.3	17.5	3.1	10.3	1.9	363.8	7,474	37
Fabricated metal products (excluding machinery and transportation equipment)	39.4	10.7	13.9	3.4	9.4	2.0	297.0	6,212	76
Machinery (excluding electrical)	38.0	9.7	13.2	3.0	9.7	2.4	314.0	6,612	85
Electrical machinery, equipment, and supplies	36.9	9.1	11.2	3.7	10.1	2.8	304.2	6,293	60
Transportation equipment	38.8	9.3	14.1	3.5	10.5	1.4	349.7	7,399	29
Instruments and miscellaneous manufacturing industries	36.4	9.4	11.8	3.7	9.2	2.3	275.2	5,642	35
Total, all nonmanufacturing	35.9	7.6	12.3	3.5	10.3	2.2	283.7	5,820	457
Public utilities (electric, gas, water, telephone, etc.)	41.3	7.7	16.3	3.8	12.2	1.3	393.1	8,238	116
Department stores	31.3	8.8	10.0	2.5	7.9	2.1	186.2	3,656	9
Trade (wholesale and other retail)	31.3	9.5	8.1	4.1	7.0	2.6	205.1	4,210	27
Banks, finance companies, and trust companies	40.3	8.0	13.0	3.6	10.6	5.1	286.2	5,828	62
Insurance companies	37.6	7.0	13.5	3.4	10.4	3.3	281.6	5,555	72
Hospitals	29.6	7.0	9.0	3.4	9.5	0.7	186.7	3,855	96
Miscellaneous nonmanufacturing industries*	32.7	7.8	10.8	2.7	9.2	2.2	279.8	5,710	75

*Includes research, engineering, education, government agencies, construction, etc.

CHART 1. Employee Benefits as Percent of Payroll, by Industry Groups, 983 Companies, 1980



Industry group	Percent of payroll
Total, all industries	37.1
Total, all manufacturing	38.2
Manufacture of:	
Food, beverages, and tobacco	36.4
Textile products and apparel	31.9
Pulp, paper, lumber, and furniture	35.0
Printing and publishing	35.7
Chemicals and allied products	43.3
Petroleum industry	48.0
Rubber, leather, and plastic products	36.7
Stone, clay, and glass products	37.8
Primary metal industries	45.1
Fabricated metal products	39.4
Machinery (excluding electrical)	38.0
Electrical machinery, equipment, and supplies	36.9
Transportation equipment	38.8
Instruments and miscellaneous manufacturing industries	36.4
Total, all nonmanufacturing	35.9
Public utilities (electric, gas, water, telephone, etc.)	41.3
Department stores	31.3
Trade (wholesale and other retail)	31.3
Banks, finance companies, and trust companies	40.3
Insurance companies	37.6
Hospitals	29.6
Miscellaneous nonmanufacturing industries*	32.7

**Includes research, engineering, education, government agencies, construction, etc.*

TABLE 6. Employee Benefits as Percent of Payroll, by Type of Benefit and Industry Groups, 1980

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excl. mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Total employee benefits as percent of payroll	37.1	38.2	36.4	31.9	35.0	35.7	43.3	48.0	36.7	37.8	45.1	39.4	38.0	36.9	38.8	36.4	35.9	41.3	31.3	31.3	40.3	37.6	29.6	32.7
1. Legally required payments (employer's share only)	8.9	9.9	10.0	9.6	10.3	9.0	7.9	8.2	11.5	10.0	12.3	10.7	9.7	9.1	9.3	9.4	7.6	7.7	8.8	9.5	8.0	7.0	7.0	7.8
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	5.8	5.9	5.9	6.0	5.8	5.8	5.8	5.7	6.0	5.9	6.0	5.9	5.9	5.9	5.9	5.8	5.7	5.8	5.9	5.9	5.9	5.6	5.8	5.5
b. Unemployment Compensation	1.4	1.7	1.7	2.2	1.8	2.1	1.0	1.0	2.1	1.6	1.8	1.7	1.4	1.7	1.4	2.0	1.0	0.8	1.9	1.7	1.7	1.1	0.3	1.2
c. Workers' compensation (including estimated cost of self-insured)	1.6	2.2	2.4	1.4	2.7	1.0	1.1	1.4	3.3	2.5	4.4	3.1	2.3	1.4	2.0	1.5	0.9	1.1	1.0	1.8	0.4	0.3	0.9	1.1
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	0.1	0.1	***	***	***	0.1	***	0.1	0.1	***	0.1	***	0.1	0.1	***	0.1	***	***	***	0.1	***	***	***	***
2. Pension, insurance, and other agreed-upon payments (employer's share only)	12.6	13.0	11.8	8.4	12.2	10.3	15.1	20.0	10.8	12.8	17.5	13.9	13.2	11.2	14.1	11.8	12.3	16.3	10.0	8.1	13.0	13.5	9.0	10.8
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	5.4	4.8	5.1	2.0	4.6	4.7	7.3	11.4	3.7	5.0	6.2	4.9	4.7	3.8	5.3	3.9	6.1	9.4	2.6	2.2	6.6	6.7	3.6	5.3
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	5.8	6.8	5.3	5.5	6.2	4.8	6.1	6.5	6.2	6.8	9.5	7.8	7.2	6.1	7.7	6.6	4.7	5.4	3.3	4.3	4.9	4.7	4.0	4.5
c. Short-term disability	0.4	0.5	0.5	0.2	0.5	0.3	0.5	0.5	0.4	0.3	0.8	0.4	0.5	0.4	0.5	0.5	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.2
d. Salary continuation or long-term disability	0.3	0.2	0.2	0.2	0.2	0.1	0.3	0.3	0.2	0.1	0.2	0.2	0.2	0.2	0.1	0.2	0.3	0.4	0.1	0.2	0.3	0.5	0.2	0.2
e. Dental insurance premiums	0.3	0.4	0.4	0.2	0.2	0.3	0.6	0.5	0.1	0.4	0.7	0.4	0.4	0.5	0.4	0.3	0.3	0.4	0.3	0.3	0.2	0.3	0.2	0.3
f. Discounts on goods and services purchased from company by employees	0.1	0.1	0.1	0.1	0.1	0.1	***	0.1	0.1	***	***	***	***	***	0.1	0.1	0.2	0.2	3.3	0.4	0.2	0.1	0.3	0.1
g. Employee meals furnished by company	0.2	0.1	0.1	***	0.1	***	0.2	0.2	***	***	***	0.1	0.1	0.1	***	0.1	0.3	0.1	0.1	0.3	0.4	0.7	0.4	0.1
h. Miscellaneous payments (compensation payments in excess of legal requirements, separation or termination pay allowances, moving expenses, etc.)	0.1	0.1	0.1	0.2	0.3	***	0.1	0.5	0.1	0.2	0.1	0.1	0.1	0.1	***	0.1	0.2	0.2	***	0.1	0.1	0.2	0.1	0.1
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	3.5	3.6	3.7	4.3	2.8	3.6	4.9	3.6	3.9	4.4	3.1	3.4	3.0	3.7	3.5	3.7	3.5	3.8	2.5	4.1	3.6	3.4	3.4	2.7
4. Payments for time not worked	9.9	9.5	8.6	7.4	8.7	9.6	10.9	13.1	9.6	9.8	10.3	9.4	9.7	10.1	10.5	9.2	10.3	12.2	7.9	7.0	10.6	10.4	9.5	9.2
a. Paid vacations and payments in lieu of vacation	4.9	5.0	4.5	3.9	5.0	5.1	5.4	7.0	5.1	5.4	5.8	5.1	5.0	4.9	5.1	4.5	4.8	5.7	4.1	3.5	4.7	4.8	4.6	4.5
b. Payments for holidays not worked	3.4	3.5	2.9	2.8	3.2	2.9	3.7	3.6	3.6	3.4	3.7	3.7	3.8	3.6	4.3	3.3	3.2	3.6	2.5	2.4	3.6	3.5	2.5	2.8
c. Paid sick leave	1.3	0.8	1.0	0.5	0.4	1.3	1.4	2.2	0.7	0.7	0.6	0.4	0.7	1.2	0.8	1.2	1.9	2.2	1.1	1.0	1.8	1.8	2.1	1.6
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	0.3	0.2	0.2	0.2	0.1	0.3	0.4	0.3	0.2	0.3	0.2	0.2	0.2	0.4	0.3	0.2	0.4	0.7	0.2	0.1	0.5	0.3	0.3	0.3
5. Other items	2.2	2.2	2.3	2.2	1.0	3.2	4.5	3.1	0.9	0.8	1.9	2.0	2.4	2.8	1.4	2.3	2.2	1.3	2.1	2.6	5.1	3.3	0.7	2.2
a. Profit-sharing payments	1.2	1.4	1.5	1.5	0.6	2.4	2.4	0.6	0.3	0.4	1.1	1.3	1.7	1.8	0.5	1.3	1.1	***	1.6	1.9	3.0	1.6	0.1	1.3
b. Contributions to employee thrift plans	0.3	0.2	0.1	0.2	***	0.1	1.0	2.0	0.1	0.1	0.1	0.1	0.1	0.1	0.5	0.1	0.4	0.7	0.1	***	0.8	0.8	***	0.1
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	0.4	0.4	0.5	0.4	0.3	0.4	0.5	0.3	0.3	0.2	0.2	0.4	0.4	0.6	0.1	0.6	0.3	0.2	0.3	0.6	0.6	0.3	0.1	0.4
d. Employee education expenditures (tuition refunds, etc.)	0.2	0.1	0.1	***	***	0.1	0.3	0.1	***	0.1	0.1	0.1	0.1	0.2	0.1	0.2	0.3	0.2	***	0.1	0.6	0.4	0.4	0.3
e. Special wage payments ordered by courts, payments to union stewards, etc.	0.1	0.1	0.1	0.1	0.1	0.2	0.3	0.1	0.2	***	0.4	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.1	***	0.1	0.2	0.1	0.1

*Includes research, engineering, education, government agencies, construction, etc.

**Figure is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.

***Less than 0.05%.

TABLE 7. Employee Benefits as Cents per Payroll Hour, by Type of Benefit and Industry Groups, 1980

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excl. mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Total employee benefits as cents per payroll hour	295.8	306.3	271.6	172.5	263.5	296.2	359.1	508.1	272.4	280.4	363.8	297.0	314.0	304.2	349.7	275.2	283.7	393.1	186.2	205.1	286.2	281.6	186.7	279.8
1. Legally required payments (employer's share only)	70.3	79.2	75.2	52.0	77.8	74.6	66.6	87.3	85.9	74.3	98.1	80.7	79.3	74.2	83.8	71.4	60.0	72.3	52.0	61.7	56.1	53.3	44.5	66.0
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	46.4	47.2	44.4	32.5	43.7	48.1	48.5	60.8	44.7	43.6	48.1	44.3	48.6	48.2	53.1	44.1	45.3	54.9	35.0	38.6	41.6	42.3	36.8	47.0
b. Unemployment Compensation	10.8	13.6	12.9	12.1	13.9	17.7	8.5	10.8	15.7	12.1	14.3	12.8	11.6	14.2	12.3	15.2	7.7	7.2	11.2	11.0	11.7	8.5	1.7	9.9
c. Workers' compensation (including estimated cost of self-insured)	12.7	18.0	17.9	7.4	20.1	8.2	9.5	15.1	24.6	18.5	35.2	23.4	18.6	11.1	18.0	11.1	6.8	10.0	5.7	11.7	2.5	2.3	5.7	9.0
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	0.4	0.4	***	***	0.1	0.6	0.1	0.6	0.9	0.1	0.5	0.2	0.5	0.7	0.4	1.0	0.2	0.2	0.1	0.4	0.3	0.2	0.3	0.1
2. Pension, insurance, and other agreed-upon payments (employer's share only)	100.5	103.2	87.5	45.1	91.1	86.4	124.1	211.1	79.6	95.0	142.2	104.0	109.5	93.2	128.4	89.5	97.4	154.9	60.2	53.4	92.3	100.0	56.6	92.2
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	43.2	38.5	38.1	11.0	34.7	39.0	60.2	120.4	27.6	36.7	50.2	36.7	38.5	31.4	47.8	29.7	48.5	89.3	15.3	14.5	46.9	50.1	22.6	45.5
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	46.2	54.4	39.9	29.6	46.7	40.3	50.4	68.5	46.0	50.6	77.0	58.7	59.8	50.5	69.2	49.5	36.8	51.2	19.9	28.4	35.1	34.9	25.2	38.3
c. Short-term disability	2.8	3.7	3.4	1.1	3.7	2.3	4.1	5.7	2.7	2.5	6.3	3.4	4.1	3.4	4.5	4.1	1.9	2.3	2.1	2.2	1.9	2.4	1.1	1.5
d. Salary continuation or long-term disability	2.0	1.6	1.5	0.8	1.4	0.9	2.2	3.4	1.6	0.5	1.5	1.2	2.1	1.8	1.1	1.8	2.5	3.7	0.9	1.4	2.0	3.6	1.5	2.0
e. Dental insurance premiums	2.7	3.1	3.2	1.0	1.2	2.1	4.9	4.8	0.4	3.0	6.0	2.8	3.5	4.4	3.9	2.0	2.2	3.4	2.0	2.1	1.7	1.9	1.3	2.3
f. Discounts on goods and services purchased from company by employees	1.1	0.4	0.6	0.7	0.7	1.2	0.2	0.9	0.4	0.2	***	0.1	***	0.1	1.2	0.7	1.9	1.5	19.5	2.4	1.2	0.4	1.9	0.9
g. Employee meals furnished by company	1.4	0.5	0.4	***	0.6	0.4	1.4	2.2	***	0.1	0.3	0.5	0.5	0.7	0.3	0.7	2.4	1.4	0.4	1.8	2.5	5.1	2.2	1.0
h. Miscellaneous payments (compensation payments in excess of legal requirements, separation or termination pay allowances, moving expenses, etc.)	1.1	1.0	0.4	0.9	2.1	0.2	0.7	5.2	0.9	1.4	0.9	0.6	1.0	0.9	0.4	1.0	1.2	2.1	0.1	0.6	1.0	1.6	0.8	0.7
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	28.1	28.7	27.4	23.2	21.0	29.7	40.4	38.0	28.9	32.6	25.3	25.9	25.1	30.7	31.1	27.8	27.3	36.5	14.6	27.1	25.8	25.6	21.2	23.5
4. Payments for time not worked	79.1	77.1	64.4	40.7	65.5	79.0	90.7	138.8	71.5	72.6	82.8	70.7	80.5	82.7	94.6	68.8	81.2	117.0	47.2	45.5	74.8	78.0	60.3	79.3
a. Paid vacations and payments in lieu of vacation	39.3	40.1	33.6	21.3	37.4	42.1	44.9	73.9	37.6	39.9	46.8	38.1	40.9	40.3	45.9	33.8	38.2	54.7	24.5	22.7	33.2	35.8	29.2	38.6
b. Payments for holidays not worked	26.7	28.3	21.6	15.3	24.1	23.8	31.1	38.4	26.7	25.1	29.5	27.8	31.8	30.0	38.3	24.6	24.9	34.3	14.8	15.7	25.6	26.5	16.0	24.4
c. Paid sick leave	10.5	6.7	7.6	2.8	2.9	10.8	11.6	23.4	5.5	5.2	5.1	3.3	5.9	9.5	7.4	8.8	14.7	21.0	6.4	6.3	12.8	13.4	13.0	13.7
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	2.6	2.0	1.6	1.3	1.1	2.3	3.1	3.1	1.7	2.4	1.4	1.5	1.9	2.9	3.0	1.6	3.4	7.0	1.5	0.8	3.2	2.3	2.1	2.6
5. Other items	17.8	18.1	17.1	11.5	8.1	26.5	37.3	32.9	6.5	5.9	15.4	15.7	19.6	23.4	11.8	17.7	17.8	12.4	12.2	17.4	37.2	24.7	4.1	18.8
a. Profit-sharing payments	9.8	11.1	10.9	8.0	4.8	20.2	20.3	6.4	2.5	3.2	8.8	10.2	13.8	15.2	4.1	10.1	8.4	0.4	9.6	12.7	21.5	12.1	0.7	11.0
b. Contributions to employee thrift plans	2.5	1.7	1.1	0.8	0.2	0.6	8.4	21.4	0.4	0.6	0.5	0.5	0.9	1.1	4.1	1.0	3.5	6.9	0.3	0.2	5.8	5.9	0.1	1.1
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	2.8	3.3	3.9	2.1	2.3	3.3	4.2	3.4	2.3	1.4	2.0	3.4	3.1	4.9	1.2	4.5	2.3	1.4	1.5	3.6	4.6	2.5	0.5	3.2
d. Employee education expenditures (tuition refunds, etc.)	1.6	0.8	0.4	0.1	0.2	0.4	2.1	1.2	0.2	0.5	1.2	0.7	0.7	1.2	0.7	1.4	2.5	1.6	0.1	0.7	4.5	2.8	2.4	2.5
e. Special wage payments ordered by courts, payments to union stewards, etc.	1.1	1.2	0.8	0.5	0.6	2.0	2.3	0.5	1.1	0.2	2.9	0.9	1.1	1.0	1.7	0.7	1.1	2.1	0.7	0.2	0.8	1.4	0.4	1.0

*Includes research, engineering, education, government agencies, construction, etc.

**Figure is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.

***Less than 0.05¢.

TABLE 8. Employee Benefits as Dollars per Year per Employee, by Type of Benefit and Industry Groups, 1980

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excl. mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Total employee benefits as dollars per year per employee	6,084	6,314	5,808	3,534	5,427	5,954	7,493	10,578	5,562	5,769	7,474	6,212	6,612	6,293	7,399	5,642	5,820	8,238	3,656	4,210	5,828	5,555	3,855	5,710
1. Legally required payments (employer's share only)	1,446	1,633	1,611	1,064	1,601	1,500	1,389	1,817	1,755	1,528	2,015	1,690	1,669	1,536	1,775	1,464	1,232	1,515	1,021	1,266	1,144	1,051	918	1,348
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	954	974	949	666	900	966	1,012	1,266	915	897	987	928	1,023	999	1,124	904	930	1,150	689	790	848	834	761	959
b. Unemployment Compensation	223	280	276	247	286	357	178	225	321	248	294	268	244	292	261	312	158	151	219	226	239	168	34	202
c. Workers' compensation (including estimated cost of self-insured)	261	370	385	151	413	165	198	313	502	380	723	490	392	230	381	228	139	210	112	241	51	46	118	184
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	8	9	1	***	2	12	1	13	17	3	11	4	10	15	9	20	5	4	1	9	6	3	5	2
2. Pension, insurance, and other agreed-upon payments (employer's share only)	2,066	2,126	1,869	924	1,877	1,735	2,590	4,396	1,628	1,957	2,919	2,173	2,306	1,928	2,715	1,835	1,996	3,246	1,181	1,098	1,878	1,971	1,170	1,881
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	888	794	814	225	714	784	1,257	2,507	564	756	1,032	769	812	650	1,012	608	994	1,872	300	298	955	989	467	927
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	950	1,121	853	606	963	809	1,051	1,427	941	1,041	1,580	1,227	1,258	1,046	1,462	1,016	756	1,074	391	582	714	688	521	782
c. Short-term disability	58	76	72	23	75	47	86	119	55	52	129	71	87	69	95	84	38	48	40	46	38	47	22	31
d. Salary continuation or long-term disability	41	32	32	18	29	18	46	71	33	10	30	25	43	36	23	37	52	77	17	29	41	71	31	41
e. Dental insurance premiums	55	64	68	20	25	42	102	99	8	62	123	58	73	91	83	41	44	70	39	44	35	37	27	47
f. Discounts on goods and services purchased from company by employees	22	8	13	15	15	24	5	18	8	4	***	2	1	2	25	14	38	32	383	50	24	8	39	18
g. Employee meals furnished by company	29	10	9	***	12	7	29	46	1	3	6	10	11	14	7	14	49	29	8	37	51	100	46	21
h. Miscellaneous payments (compensation payments in excess of legal requirements, separation or termination pay allowances, moving expenses, etc.)	23	21	8	17	44	4	14	109	18	29	19	11	21	20	8	21	25	44	3	12	20	31	17	14
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	577	591	586	475	433	598	844	792	591	671	520	542	528	635	659	569	560	764	267	554	526	505	437	480
4. Payments for time not worked	1,627	1,592	1,377	833	1,351	1,588	1,891	2,889	1,454	1,494	1,703	1,480	1,694	1,711	2,003	1,412	1,666	2,453	927	934	1,523	1,539	1,245	1,618
a. Paid vacations and payments in lieu of vacation	808	828	719	436	771	845	936	1,539	767	821	962	798	861	834	972	694	784	1,147	481	466	676	706	603	787
b. Payments for holidays not worked	550	583	461	312	497	479	649	799	546	516	606	582	669	621	811	504	511	719	291	323	522	523	330	497
c. Paid sick leave	215	139	163	58	61	217	241	487	106	107	106	69	124	196	156	180	302	440	126	129	260	264	269	280
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	54	42	34	27	22	47	65	64	35	50	29	31	40	60	64	34	69	147	29	16	65	46	43	54
5. Other items	368	372	365	238	165	533	779	684	134	119	317	327	415	483	247	362	366	260	240	358	757	489	85	383
a. Profit-sharing payments	202	229	233	165	99	406	423	132	51	66	180	212	292	314	86	207	171	9	188	260	437	239	15	225
b. Contributions to employee thrift plans	52	35	22	18	4	12	176	446	8	12	11	11	19	22	86	21	73	144	7	4	118	117	2	21
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	58	67	84	43	47	66	88	71	48	28	41	71	66	101	24	92	48	30	30	75	93	50	11	66
d. Employee education expenditures (tuition refunds, etc.)	33	17	9	2	4	8	44	24	4	9	25	15	16	26	14	28	52	33	1	15	93	56	49	51
e. Special wage payments ordered by courts, payments to union stewards, etc.	23	24	17	10	11	41	48	11	23	4	60	18	22	20	37	14	22	44	14	4	16	27	8	20

*Includes research, engineering, education, government agencies, construction, etc.

**Figure is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.

***Less than 50¢.

6. REGIONAL VARIATIONS

Benefit payments by region for the various industry groups are shown in Table 9. The regions are based upon United States Bureau of the Census divisions. States comprising each region are listed in a footnote following the table. If fewer than three companies reported, no figure is shown.

For all industries, payments averaged 39 percent of payroll in the Northeastern region, followed by 38.7 percent in the East North Central Region.

The Western Region averaged 35.1 percent, and the Southeastern region averaged 34.7 percent.

TABLE 9. Employee Benefits as Percent of Payroll, by Region and Industry Groups, 1980

Industry group	Total, all regions*	Northeast*	East North Central*	Southeast*	West*
Total, all industries	37.1	39.0	38.7	34.7	35.1
Total, all manufacturing	38.2	40.7	40.1	34.3	34.7
Manufacture of:					
Food, beverages, and tobacco	36.4	44.9	38.0	35.3	33.9
Textile products and apparel	31.9	38.5	33.8	28.5	35.5
Pulp, paper, lumber, and furniture	35.0	35.7	32.8	29.2	42.8
Printing and publishing	35.7	39.3	39.1	32.6	33.4
Chemicals and allied products	43.3	45.8	45.1	44.6	32.1
Petroleum industry	48.0	**	**	49.6	45.6
Rubber, leather, and plastic products	36.7	37.3	37.4	35.8	**
Stone, clay, and glass products	37.8	41.4	37.7	34.3	37.0
Primary metal industries	45.1	48.9	48.1	37.6	**
Fabricated metal products (excluding machinery and transportation equipment)	39.4	41.3	40.3	34.1	32.7
Machinery (excluding electrical)	38.0	38.2	40.4	30.3	35.8
Electrical machinery, equipment, and supplies	36.9	40.1	38.2	29.0	33.9
Transportation equipment	38.8	34.0	43.8	42.2	33.8
Instruments and miscellaneous manufacturing industries	36.4	40.7	33.3	**	30.9
Total, all nonmanufacturing	35.9	36.8	36.5	35.0	35.5
Public utilities (electric, gas, water, telephone, etc.)	41.3	42.5	41.8	40.2	41.5
Department stores	31.3	**	39.5	**	**
Trade (wholesale and other retail)	31.3	27.5	39.1	29.8	26.3
Banks, finance companies, and trust companies	40.3	41.6	40.2	39.8	39.4
Insurance companies	37.6	41.4	35.5	36.2	35.8
Hospitals	29.6	30.4	31.0	26.6	29.2
Miscellaneous nonmanufacturing industries***	32.7	34.6	30.4	32.0	33.3
Number of companies	993	273	273	208	229

States in each region are:

NORTHEAST: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.

EAST NORTH CENTRAL: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

SOUTHEAST: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

WEST: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Utah, Washington, and Wyoming.

***Fewer than three companies reporting.*

****Includes research, engineering, education, government agencies, construction, etc.*

7. SIZE OF COMPANY VARIATIONS

Larger firms tended to pay higher benefits than smaller firms, as shown in Table 10.

Companies with 5,000 or more employees paid 41.7 percent for benefits, firms with 2,500 to 4,999 employees averaged 37.7 percent, and those employing 1,000 to 2,499 paid 37.1 percent. Companies with 500 to 999 employees, and those with under 500 employees, each averaged 36 percent.

TABLE 10. Employee Benefits as Percent of Payroll, by Size of Company and Industry Groups, 1980

Industry group	Total all companies	Number of employees				
		Under 500	500-999	1,000-2,499	2,500-4,999	5,000 and over
Total, all industries	37.1	36.0	36.0	37.1	37.7	41.7
Total, all manufacturing	38.2	36.4	37.6	38.5	41.6	43.6
Manufacture of:						
Food, beverages, and tobacco	36.4	32.7	**	42.4	40.7	45.9
Textile products and apparel	31.9	34.5	31.0	29.7	**	29.1
Pulp, paper, lumber, and furniture	35.0	32.8	37.8	43.4	**	**
Printing and publishing	35.7	35.0	33.7	37.9	**	**
Chemicals and allied products	43.3	34.6	46.7	**	47.9	46.7
Petroleum industry	48.0	**	**	**	**	49.1
Rubber, leather, and plastic products	36.7	35.8	**	**	**	48.2
Stone, clay, and glass products	37.8	36.5	35.3	**	**	**
Primary metal industries	45.1	42.8	49.4	40.3	49.3	**
Fabricated metal products (excluding machinery and transportation equipment)	39.4	39.1	35.6	43.5	**	37.8
Machinery (excluding electrical)	38.0	36.5	36.4	39.9	**	46.8
Electrical machinery, equipment, and supplies	36.9	33.8	38.4	33.9	42.9	41.9
Transportation equipment	38.8	33.8	36.9	44.6	40.3	40.1
Instruments and miscellaneous manufacturing industries	36.4	36.2	30.9	35.3	**	51.8
Total, all nonmanufacturing	35.9	35.3	34.4	36.1	35.7	39.5
Public utilities (electric, gas, water, telephone, etc.)	41.3	42.4	40.6	40.7	40.0	43.5
Department stores	31.3	**	**	**	**	31.1
Trade (wholesale and other retail)	31.3	31.8	29.4	**	29.3	**
Banks, finance companies, and trust companies	40.3	43.8	39.0	38.7	36.8	41.3
Insurance companies	37.6	36.9	36.5	38.9	38.8	37.9
Hospitals	29.6	29.5	29.0	30.4	27.4	**
Miscellaneous nonmanufacturing industries**	32.7	32.4	31.9	33.7	32.2	34.6
Number of companies	983	404	172	188	93	126

Fewer than three companies reporting.

**Includes research, engineering, education, government agencies, construction, etc.*

8. PENSION AND INSURANCE COSTS

Due to the wide interest in private pension and insurance programs, tabulations are included showing distributions of amounts paid by individual companies for these programs, and also average employee payroll deductions for pensions and insurance. Employer payments are net amounts after deducting any dividends or credits returned to the employer by the insurer.

As shown in Table 11, 124 firms, or 13 percent of those

TABLE 11. Pension* Payments, by Industry Groups, 1980

Industry group	Total companies in survey	Number of companies paying specified percent of payroll for pensions									Pension payments as percent of payroll				Average pension payments as percent of payroll for companies having pensions
		0%	0.1-1.9%	2.0-3.9%	4.0-5.9%	6.0-7.9%	8.0-9.9%	10.0-11.9%	12.0-13.9%	14.0% and over	Total	Premiums under insurance and annuity contracts	Payments to uninsured trusteed pension plans	Payments under unfunded pension plans	
Total, all industries	983	124	76	208	177	153	105	65	43	32	5.4	3.2	2.0	0.2	6.2
Total, all manufacturing	526	82	51	120	94	76	45	26	20	12	4.8	2.7	1.9	0.2	5.7
Manufacture of:															
Food, beverages, and tobacco	28	6	...	4	5	7	4	2	...	...	5.1	3.5	1.6	**	6.4
Textile products and apparel	32	7	10	13	...	1	1	...	...	...	2.0	0.9	1.0	0.1	2.6
Pulp, paper, lumber, and furniture	32	6	4	4	6	8	2	1	...	1	4.6	2.7	1.4	0.5	5.7
Printing and publishing	27	2	2	4	10	7	1	1	...	...	4.7	3.3	0.9	0.5	5.1
Chemicals and allied products	32	1	2	4	4	7	5	4	4	1	7.3	3.4	3.9	**	7.5
Petroleum industry	10	1	...	...	...	1	4	...	...	4	11.4	5.8	5.4	0.2	12.6
Rubber, leather, and plastic products	27	5	5	7	3	3	2	2	...	...	3.7	2.8	0.7	0.2	4.6
Stone, clay, and glass products	16	...	3	4	2	5	2	...	...	...	5.0	2.0	2.9	0.1	5.0
Primary metal industries	37	3	4	9	4	3	5	2	4	3	6.2	3.5	2.5	0.2	6.8
Fabricated metal products (excluding machinery and transportation equipment)	76	10	5	16	22	8	8	5	2	...	4.9	2.9	2.0	**	5.5
Machinery (excluding electrical)	85	14	6	21	19	12	4	4	4	1	4.7	2.7	1.8	0.2	5.6
Electrical machinery, equipment, and supplies	60	15	7	17	9	3	2	1	4	2	3.8	2.0	1.7	0.1	5.1
Transportation equipment	29	3	...	8	7	5	2	4	...	...	5.3	2.6	2.1	0.6	5.9
Instruments and miscellaneous manufacturing industries	35	9	3	9	3	6	3	...	2	...	3.9	2.8	1.1	**	5.3
Total, all nonmanufacturing	457	42	25	88	83	77	60	39	23	20	6.1	3.8	2.1	0.2	6.7
Public utilities (electric, gas, water, telephone, etc.)	116	...	...	4	10	28	29	20	13	12	9.4	5.8	3.5	0.1	9.4
Department stores	9	2	1	4	1	1	...	...	...	...	2.6	0.6	1.9	0.1	3.3
Trade (wholesale and other retail)	27	14	4	3	4	...	...	1	...	1	2.2	1.0	1.2	**	4.6
Banks, finance companies, and trust companies	62	2	2	10	16	13	11	2	3	3	6.6	3.5	2.9	0.2	6.8
Insurance companies	72	4	3	4	20	18	8	9	5	1	6.7	4.7	1.8	0.2	7.1
Hospitals	96	3	9	52	23	6	2	...	...	1	3.6	2.4	1.0	0.2	3.7
Miscellaneous nonmanufacturing industries***	75	17	6	11	9	11	10	7	2	2	5.3	3.5	1.5	0.3	6.9

*Includes net pension-plan premiums and pension payments not covered by insurance-type plan.

**Less than 0.05%.

***Includes research, engineering, education, government agencies, construction, etc.

surveyed, reported no payments for private pensions, while 32 companies paid amounts for pensions equalling 14 percent or more of payroll. Pension payments for all companies surveyed averaged 5.4 percent of payroll (the figure shown in Tables 4 and 6), but if companies reporting no pension payments are omitted, the average becomes 6.2 percent of payroll.

The average pension payment of 5.4 percent included 3.2 percent for premiums under insurance or annuity contracts, 2 percent for payments to uninsured trusteed pension plans, and 0.2 percent for payments under unfunded pension plans.

Among the manufacturing industries 16 percent of the firms reported no pension payments, while among the nonmanufacturing firms nine percent reported no pension payments. Eleven percent of the manufacturing firms paid 10 percent or more of payroll for pensions, while 18 percent of the nonmanufacturing firms paid 10 percent or more.

The distribution of insurance payments by industry groups is shown in Table 12. Payments for insurance were reported by all but four of the firms. The most frequent amount paid for insurance was 4.0 to 5.9 percent of payroll. Thirty firms reported insurance payments amounting to 12 percent or more of payroll.

Insurance payments averaged 5.8 percent of payroll, including 0.6 percent for life insurance, 4.5 percent for health insurance, and 0.7 percent not separated between life and health, as shown in Table 13. Eighty-seven percent of the companies reported payments for life insurance, 90 percent reported payments for health insurance, and 9 percent reported combined payments for life and health insurance.

Employee payroll deductions for private pension programs were reported by 15 percent of the companies, including 11 percent of those in manufacturing and 19 percent of the nonmanufacturing firms, as shown in Table 14. Deductions were reported by 30 percent of the petroleum industry firms, but by only three percent of the fabricated metal products firms.

TABLE 12. Insurance* Payments, by Industry Groups, 1980

Industry group	Total companies in survey	Number of companies paying specified percent of payroll for insurance									Average insurance payments as percent of payroll	
		0%	0.1-1.9%	2.0-3.9%	4.0-5.9%	6.0-7.9%	8.0-9.9%	10.0-11.9%	12.0-13.9%	14.0% and over	All companies	Companies having insurance
Total, all industries	983	4	30	213	339	225	92	50	24	6	5.8	5.8
Total, all manufacturing	526	3	7	62	157	152	71	46	22	6	6.8	6.8
Manufacture of:												
Food, beverages, and tobacco	28	2	1	3	10	10	1	1	...	...	5.3	5.4
Textile products and apparel	32	...	1	10	12	4	...	5	...	...	5.5	5.5
Pulp, paper, lumber, and furniture	32	...	...	5	13	7	5	1	...	1	6.2	6.2
Printing and publishing	27	...	...	8	13	5	1	...	...	...	4.8	4.8
Chemicals and allied products	32	...	...	1	15	14	2	...	...	...	6.1	6.1
Petroleum industry	10	...	...	...	5	3	2	...	...	...	6.5	6.5
Rubber, leather, and plastic products	27	...	3	2	8	8	3	1	2	...	6.2	6.2
Stone, clay, and glass products	16	...	...	1	4	7	2	2	..	...	6.8	6.8
Primary metal industries	37	...	...	1	6	8	9	7	3	3	9.5	9.5
Fabricated metal products (excluding machinery and transportation equipment)	76	...	...	7	19	18	14	11	6	1	7.8	7.8
Machinery (excluding electrical)	85	...	1	7	19	31	13	8	6	...	7.2	7.2
Electrical machinery, equipment, and supplies	60	1	...	12	14	18	10	4	1	...	6.1	6.3
Transportation equipment	29	...	...	1	5	12	6	3	2	...	7.7	7.7
Instruments and miscellaneous manufacturing industries	35	...	1	4	14	7	3	3	2	1	6.6	6.6
Total, all nonmanufacturing	457	1	23	151	182	73	21	4	2	...	4.7	4.7
Public utilities (electric, gas, water, telephone, etc.)	116	...	1	15	63	31	6	...	...	...	5.4	5.4
Department stores	9	...	2	5	1	1	...	...	...	...	3.3	3.3
Trade (wholesale and other retail)	27	...	3	11	8	3	1	1	...	...	4.3	4.3
Banks, finance companies, and trust companies	62	...	2	18	28	9	4	1	...	...	4.9	4.9
Insurance companies	72	...	3	29	25	10	3	1	1	...	4.7	4.7
Hospitals	96	...	4	47	37	5	3	...	...	...	4.0	4.0
Miscellaneous nonmanufacturing industries**	75	1	8	26	20	14	4	1	1	...	4.5	4.5

Includes net premiums paid for life, hospital, surgical, medical, and major medical insurance, plus death, surgical, and medical care payments not insured. Does not include sick leave pay.

**Includes research, engineering, education, government agencies, construction, etc.*

While deductions for pensions averaged 0.3 percent of payroll for all companies in the survey (as shown in Table 17), they averaged 1.7 percent of payroll for those companies having deductions.

Payroll deductions for insurance were reported by 69 percent of the companies, including 60 percent of the manufacturing firms and 80 percent of the nonmanufacturing firms. Deductions were reported by 94 percent of the insurance companies, but by only 41 percent of the fabricated metal products firms. Insurance deductions averaged 0.9 percent of payroll for all firms in the survey, but were 1.2 percent for those firms having deductions.

TABLE 13. Insurance Payments, by Type of Insurance, 1980

Industry group	Average insurance payments as percent of payroll, all companies				Percent of companies reporting insurance payments			Average for companies reporting specific type of insurance payments		
	Total	Life	Health	L&H*	Life	Health	L&H*	Life	Health	L&H*
Total, all industries	5.8	0.6	4.5	0.7	87	90	9	0.7	5.0	7.7
Total, all manufacturing	6.8	0.6	5.2	1.0	83	87	12	0.7	5.9	8.4
Manufacture of:										
Food, beverages, and tobacco	5.3	0.4	4.6	0.3	79	86	7	0.5	5.3	4.8
Textile products and apparel	5.5	0.5	4.4	0.6	88	91	6	0.6	4.8	6.5
Pulp, paper, lumber, and furniture	6.2	0.5	4.5	1.2	78	84	16	0.7	5.3	7.5
Printing and publishing	4.8	0.6	3.2	1.0	81	85	15	0.8	3.8	6.5
Chemicals and allied products	6.1	0.7	4.7	0.7	88	91	9	0.8	5.2	7.6
Petroleum industry	6.5	0.8	4.7	1.0	90	90	10	0.9	5.2	9.5
Rubber, leather, and plastic products	6.2	0.5	5.3	0.4	85	89	7	0.5	6.0	5.6
Stone, clay, and glass products	6.8	0.5	4.3	2.0	63	69	25	0.9	6.2	7.9
Primary metal industries	9.5	0.7	7.1	1.7	84	84	16	0.9	8.4	10.8
Fabricated metal products (excluding machinery and transportation equipment)	7.8	0.5	5.8	1.5	79	86	14	0.6	6.7	10.7
Machinery (excluding electrical)	7.2	0.7	5.8	0.7	86	93	7	0.8	6.3	10.1
Electrical machinery, equipment, and supplies	6.1	0.5	4.8	0.8	83	83	13	0.7	5.8	6.0
Transportation equipment	7.7	0.5	5.4	1.8	76	83	7	0.6	6.5	10.6
Instruments and miscellaneous manufacturing industries	6.6	0.5	5.2	0.9	91	91	9	0.6	5.7	9.7
Total, all nonmanufacturing	4.7	0.6	3.8	0.3	91	94	6	0.7	4.0	5.5
Public utilities (electric, gas, water, telephone, etc.)	5.4	0.9	4.3	0.2	97	97	3	0.9	4.5	5.3
Department stores	3.3	0.3	2.3	0.7	78	78	22	0.4	2.9	3.4
Trade (wholesale and other retail)	4.3	0.4	3.0	0.9	74	85	15	0.6	3.5	5.9
Banks, finance companies, and trust companies	4.9	0.7	3.8	0.4	94	94	6	0.7	4.1	6.7
Insurance companies	4.7	0.8	3.6	0.3	92	96	4	0.9	3.8	6.3
Hospitals	4.0	0.4	3.6	0	100	100	0	0.4	3.6	**
Miscellaneous nonmanufacturing industries***	4.5	0.5	3.2	0.8	76	84	15	0.6	3.8	5.2

Companies reporting one payment for both life and health insurance (items C-4 through C-7 of questionnaire).

**No companies reported this type of payment.*

***Includes research, engineering, education, government agencies, construction, etc.*

TABLE 14. Employee Payroll Deductions for Pensions and Insurance, 1980

Industry group	Pensions			Insurance		
	Percent of companies reporting deductions	Average deductions as percent of payroll		Percent of companies reporting deductions	Average deductions as percent of payroll	
		Total, all companies	Companies having deductions		Total, all companies	Companies having deductions
Total, all industries	15	0.3	1.7	69	0.9	1.2
Total, all manufacturing	11	0.2	1.4	60	0.7	1.2
Manufacture of:						
Food, beverages, and tobacco	7	0.1	1.1	57	0.7	1.1
Textile products and apparel	19	0.7	3.7	84	1.9	2.2
Pulp, paper, lumber, and furniture	9	0.1	1.3	69	0.9	1.4
Printing and publishing	15	0.1	0.9	77	0.8	1.0
Chemicals and allied products	9	0.1	1.2	78	0.7	0.9
Petroleum industry	30	0.4	1.2	90	1.7	1.8
Rubber, leather, and plastic products	7	0.1	1.8	56	0.8	1.4
Stone, clay, and glass products	6	0.2	3.1	69	0.9	1.3
Primary metal industries	8	0.2	2.5	33	0.6	1.9
Fabricated metal products (excluding machinery and transportation equipment)	3	*	1.4	41	0.5	1.3
Machinery (excluding electrical)	13	0.1	0.9	51	0.5	0.9
Electrical machinery, equipment, and supplies	20	0.2	1.1	73	0.8	1.1
Transportation equipment	7	*	0.4	41	0.2	0.4
Instruments and miscellaneous manufacturing industries	9	0.1	0.9	69	0.6	0.9
Total, all nonmanufacturing	19	0.4	2.0	80	1.0	1.3
Public utilities (electric, gas, water, telephone, etc.)	21	0.3	1.4	80	1.0	1.2
Department stores	22	0.6	2.8	78	0.9	1.1
Trade (wholesale and other retail)	11	0.3	2.4	67	0.9	1.3
Banks, finance companies, and trust companies	11	0.3	2.8	82	1.1	1.4
Insurance companies	10	0.2	1.7	94	1.4	1.5
Hospitals	26	0.4	1.4	85	1.0	1.1
Miscellaneous nonmanufacturing industries**	26	0.8	3.1	63	0.7	1.2

*Less than 0.05%.

**Includes research, engineering, education, government agencies, construction, etc.

9. PERCENT OF COMPANIES PAYING EMPLOYEE BENEFITS

Payments for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes) were reported by 100 percent of the companies surveyed, and 98 percent of the companies reported payments for Unemployment Compensation (Table 15). Ninety-seven percent reported payments for vacations, and 96 percent reported payments for holidays.

Paid sick leave was reported by 80 percent of the companies, including 66 percent of those in manufacturing and 97 percent of the nonmanufacturing firms. Profit-sharing payments were reported by 22 percent of the firms, including 48 percent of the banks, finance companies, and trust companies and 41 percent of the wholesale and retail trade firms, but by only two percent of the hospitals.

Average costs of benefit payments for companies reporting such payments are shown in Table 16. Payments for dental insurance, profit-sharing, contributions to employee thrift plans, and other benefits paid by a relatively small percentage of companies differ significantly in this table from the all-company averages shown in Table 6.

TABLE 15. Percent of Companies Paying Employee Benefits, 1980

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excl. mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
1. Legally required payments (employer's share only):																								
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	100	100	100	100	100	99	97
b. Unemployment Compensation	98	99	100	100	100	100	97	100	100	100	100	100	98	100	100	97	97	98	100	100	100	100	92	96
c. Workers' compensation (including estimated cost of self-insured)	96	97	96	100	94	92	97	100	96	100	97	96	96	95	100	100	96	97	100	96	95	96	96	93
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.	9	9	4	0	13	15	6	30	11	13	11	4	9	13	7	11	9	8	11	15	11	11	7	7
2. Pension, insurance, and other agreed-upon payments (employer's share only):																								
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	87	84	79	78	81	93	97	90	81	100	92	88	84	75	90	74	91	100	78	48	97	94	97	77
b. Life insurance premiums, death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	100	99	93	100	100	100	100	100	100	100	100	100	100	98	100	100	100	100	100	100	100	100	100	99
c. Short-term disability	40	49	43	38	56	35	50	50	44	38	50	53	55	45	48	54	30	23	67	52	31	39	26	21
d. Salary continuation or long-term disability	46	36	46	38	34	38	56	50	30	13	28	19	39	48	28	49	58	57	33	44	66	81	52	44
e. Dental insurance premiums	44	46	46	22	31	35	72	90	19	38	50	44	53	60	45	37	41	50	44	44	35	38	38	40
f. Discounts on goods and services purchased from company by employees	18	11	11	22	16	31	13	20	7	6	0	4	4	10	17	17	26	23	89	33	18	21	46	7
g. Employee meals furnished by company	21	13	14	0	16	12	31	60	4	6	17	10	11	17	7	14	30	32	33	19	40	49	24	14
h. Miscellaneous payments (compensation payments in excess of legal requirements, separation or termination pay allowances, moving expenses, etc.)	24	21	25	25	19	15	28	30	7	31	28	11	19	27	14	26	28	36	11	22	26	29	25	24
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	80	82	79	78	75	77	97	70	78	75	72	86	84	85	86	89	78	87	67	85	85	82	73	61
4. Payments for time not worked:																								
a. Paid vacations and payments in lieu of vacation	97	97	96	97	94	96	97	100	96	100	97	99	98	98	97	91	97	100	100	93	100	100	96	90
b. Payments for holidays not worked	96	97	93	100	94	96	97	100	100	100	97	96	99	98	97	91	96	100	89	93	100	100	92	88
c. Paid sick leave	80	66	75	66	53	96	84	100	52	57	53	45	64	80	59	89	97	100	89	96	100	97	99	86
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	73	74	61	63	66	73	84	100	70	88	72	77	78	72	72	77	71	95	56	56	61	69	68	57
5. Other items:																								
a. Profit-sharing payments	22	24	21	41	9	45	25	10	11	19	14	26	21	38	7	26	20	3	78	41	48	32	2	19
b. Contributions to employee thrift plans	22	18	18	19	6	8	50	70	11	13	11	5	14	13	45	20	26	44	11	7	35	39	4	14
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	48	52	32	47	56	54	66	30	41	50	53	51	51	63	38	69	44	41	22	67	53	61	38	28
d. Employee education expenditures (tuition refunds, etc.)	51	36	18	13	16	38	56	60	15	25	22	32	44	58	38	57	69	53	11	37	90	92	83	51
e. Special wage payments ordered by courts, payments to union stewards, etc.	30	32	25	22	19	15	41	20	33	6	36	38	35	37	48	29	28	47	22	15	19	35	20	13

*Includes research, engineering, education, government agencies, construction, etc.

TABLE 16. Average Benefit Costs as Percent of Payroll for Companies Paying Employee Benefits, 1980

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excl mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
1. Legally required payments (employer's share only):																								
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	5.8	5.9	5.9	6.0	5.8	5.8	5.8	5.7	6.0	5.9	6.0	5.9	5.9	5.9	5.9	5.8	5.8	5.8	5.9	5.9	5.9	5.6	5.9	5.7
b. Unemployment Compensation	1.4	1.7	1.7	2.2	1.8	2.1	1.1	1.0	2.1	1.6	1.8	1.7	1.4	1.7	1.4	2.1	1.0	0.8	1.9	1.7	1.7	1.1	0.3	1.2
c. Workers' compensation (including estimated cost of self-insured)	1.7	2.3	2.5	1.4	2.8	1.1	1.2	1.4	3.5	2.5	4.5	3.2	2.3	1.4	2.0	1.5	0.9	1.1	1.0	1.9	0.4	0.3	0.9	1.1
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.	0.6	0.6	0.1	**	0.1	0.5	0.1	0.2	1.0	0.1	0.6	0.7	0.6	0.7	0.7	1.2	0.3	0.3	0.1	0.4	0.4	0.2	0.6	0.2
2. Pension, insurance, and other agreed-upon payments (employer's share only):																								
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	6.2	5.7	6.4	2.6	5.7	5.1	7.5	12.6	4.6	5.0	6.8	5.5	5.6	5.1	5.9	5.3	6.7	9.4	3.3	4.6	6.8	7.1	3.7	6.9
b. Life insurance premiums, death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	5.8	6.8	5.4	5.5	6.2	4.8	6.1	6.5	6.2	6.8	9.5	7.8	7.2	6.3	7.7	6.6	4.7	5.4	3.3	4.3	4.9	4.7	4.0	4.5
c. Short-term disability	0.9	0.9	1.1	0.6	0.9	0.8	1.0	1.1	0.8	0.9	1.6	0.8	0.9	0.9	1.0	1.0	0.8	1.0	0.5	0.7	0.8	0.8	0.6	0.8
d. Salary continuation or long-term disability	0.5	0.5	0.4	0.4	0.6	0.3	0.5	0.6	0.7	0.5	0.6	0.8	0.6	0.5	0.4	0.5	0.5	0.7	0.4	0.5	0.4	0.6	0.5	0.5
e. Dental insurance premiums	0.8	0.8	0.9	0.8	0.5	0.7	0.8	0.5	0.3	1.1	1.5	0.8	0.8	0.9	1.0	0.7	0.7	0.7	0.8	0.7	0.7	0.7	0.5	0.7
f. Discounts on goods and services purchased from company by employees	0.8	0.5	0.7	0.6	0.6	0.5	0.2	0.4	0.7	0.4	**	0.3	0.1	0.1	0.8	0.5	0.9	0.7	3.7	1.1	0.9	0.2	0.6	1.5
g. Employee meals furnished by company	0.8	0.5	0.4	**	0.5	0.4	0.5	0.4	0.1	0.3	0.2	0.7	0.6	0.5	0.5	0.7	1.0	0.4	0.2	1.5	0.9	1.4	1.5	0.9
h. Miscellaneous payments (compensation payments in excess of legal requirements, separation or termination pay allowances, moving expenses, etc.)	0.6	0.6	0.2	0.6	1.5	0.2	0.3	1.6	1.7	0.6	0.4	0.7	0.6	0.4	0.3	0.5	0.5	0.6	0.2	0.4	0.5	0.7	0.5	0.3
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	4.4	4.4	4.6	5.5	3.7	4.6	5.0	5.1	5.0	5.9	4.4	4.0	3.6	4.4	4.0	4.1	4.4	4.4	3.7	4.8	4.3	4.2	4.6	4.5
4. Payments for time not worked:																								
a. Paid vacations and payments in lieu of vacation	5.1	5.2	4.7	4.1	5.3	5.3	5.6	7.0	5.3	5.4	6.0	5.1	5.1	5.0	5.3	4.9	5.0	5.7	4.1	3.7	4.7	4.8	4.8	5.0
b. Payments for holidays not worked	3.5	3.6	3.1	2.8	3.4	3.0	3.9	3.6	3.6	3.4	3.8	3.8	3.9	3.7	4.4	3.6	3.3	3.6	2.8	2.6	3.6	3.5	2.8	3.2
c. Paid sick leave	1.6	1.3	1.4	0.8	0.7	1.4	1.7	2.2	1.3	1.3	1.2	1.0	1.1	1.4	1.4	1.3	1.9	2.2	1.2	1.0	1.8	1.8	2.1	1.9
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	0.5	0.3	0.3	0.4	0.2	0.4	0.4	0.3	0.3	0.4	0.2	0.3	0.3	0.5	0.5	0.3	0.6	0.8	0.4	0.2	0.7	0.4	0.5	0.5
5. Other items:																								
a. Profit-sharing payments	5.6	5.8	6.9	3.6	7.1	5.3	9.8	6.0	3.0	2.3	7.8	5.2	8.0	4.9	6.4	5.1	5.3	1.4	2.1	4.7	6.3	5.0	5.6	6.8
b. Contributions to employee thrift plans	1.5	1.2	0.8	0.8	0.5	0.9	1.8	2.9	0.5	0.6	0.6	1.4	0.8	1.0	1.0	0.7	1.7	1.6	0.5	0.4	2.3	2.0	0.4	0.9
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	0.7	0.8	1.6	0.8	0.5	0.7	0.8	1.1	0.8	0.4	0.5	0.9	0.7	0.9	0.3	0.9	0.7	0.4	0.2	0.8	1.2	0.6	0.2	1.3
d. Employee education expenditures (tuition refunds, etc.)	0.4	0.3	0.3	0.1	0.2	0.1	0.5	0.2	0.2	0.2	0.7	0.3	0.2	0.3	0.2	0.3	0.5	0.3	0.1	0.3	0.7	0.4	0.5	0.6
e. Special wage payments ordered by courts, payments to union stewards, etc.	0.5	0.5	0.4	0.4	0.4	1.6	0.7	0.3	0.5	0.4	1.0	0.3	0.4	0.3	0.4	0.3	0.5	0.5	0.6	0.2	0.6	0.5	0.3	0.9

*Includes research, engineering, education, government agencies, construction, etc.

**No companies reported this benefit.

10. PAYROLL DEDUCTIONS FOR EMPLOYEE BENEFITS

Deductions from paychecks for employee benefits totaled 7 percent, as shown in Table 17. Deductions included 5.8 percent for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes); 0.3 percent for pension plan premiums and contributions; and 0.9 percent for life, hospital, surgical, medical, and major medical insurance.

Total deductions averaged 55.6 cents per payroll hour, or $1,144 per year per employee.

Deductions were 8.6 percent for the textile products and apparel industries, and 7.9 percent for the petroleum industry firms, but only 6.4 percent for fabricated metal products. As cents per payroll hour they ranged from 83.4 cents for the petroleum industry to 44.6 cents for department stores. As dollars per year per employee, they varied from $1,737 for the petroleum industry to $875 for department stores.

TABLE 17. Payroll Deductions for Employee Benefits, 1980

Industry group	Deductions as percent of payroll					Total deductions as cents per payroll hour	Total deductions as dollars per year per employee
	Total deductions	Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	Railroad Retirement and state sickness benefits insurance taxes	Pension plan premiums or contributions	Life, hospital, surgical, medical, and major medical insurance		
Total, all industries	7.0	5.8	*	0.3	0.9	55.6	1,144
Total, all manufacturing	6.9	5.9	0.1	0.2	0.7	55.5	1,143
Manufacture of:							
Food, beverages, and tobacco	6.8	5.9	0.1	0.1	0.7	50.4	1,077
Textile products and apparel	8.6	6.0	*	0.7	1.9	46.8	957
Pulp, paper, lumber, and furniture	6.8	5.8	*	0.1	0.9	51.6	1,062
Printing and publishing	6.8	5.8	0.1	0.1	0.8	56.5	1,135
Chemicals and allied products	6.6	5.8	*	0.1	0.7	54.9	1,146
Petroleum industry	7.9	5.7	0.1	0.4	1.7	83.4	1,737
Rubber, leather, and plastic products	6.9	6.0	*	0.1	0.8	51.1	1,043
Stone, clay, and glass products	7.0	5.9	*	0.2	0.9	51.6	1,061
Primary metal industries	6.8	6.0	*	0.2	0.6	55.1	1,131
Fabricated metal products (excluding machinery and transportation equipment)	6.4	5.9	*	*	0.5	48.5	1,013
Machinery (excluding electrical)	6.5	5.9	*	0.1	0.5	53.6	1,129
Electrical machinery, equipment, and supplies	7.0	5.9	0.1	0.2	0.8	57.5	1,190
Transportation equipment	6.2	5.9	0.1	*	0.2	55.6	1,177
Instruments and miscellaneous manufacturing industries	6.6	5.8	0.1	0.1	0.6	49.8	1,022
Total, all nonmanufacturing	7.1	5.7	*	0.4	1.0	55.8	1,145
Public utilities (electric, gas, water, telephone, etc.)	7.2	5.8	0.1	0.3	1.0	68.7	1,439
Department stores	7.5	5.9	0.1	0.6	0.9	44.6	875
Trade (wholesale and other retail)	7.1	5.9	*	0.3	0.9	46.6	957
Banks, finance companies, and trust companies	7.3	5.9	*	0.3	1.1	52.0	1,060
Insurance companies	7.2	5.6	*	0.2	1.4	54.2	1,070
Hospitals	7.2	5.8	*	0.4	1.0	45.4	936
Miscellaneous nonmanufacturing industries**	7.0	5.5	*	0.8	0.7	59.6	1,216

Less than 0.05%.

***Includes research, engineering, education, government agencies, construction, etc.*

11. WAGE AND PAYROLL DATA

Hourly and annual earnings data, together with several payroll items sometimes considered employee benefits, are shown in Table 18.

Highest hourly earnings of $10.59 were reported by the petroleum industry, followed by public utilities paying $9.52. Lowest were textile products and apparel paying $5.41. On an annual basis, the highest paying was again the petroleum industry, with $22,038 per full-time employee, and lowest were textile products and apparel paying $11,078.

The average payroll for all companies surveyed was composed of 95.5 percent payments for straight time, 2.5 percent premium pay for overtime, 0.5 percent holiday premium pay, 0.5 percent shift differential, 0.8 percent incentive or production bonus, and 0.2 percent for other payroll items.

If employees received regular pay for holidays, but did not work on these days, such payments are reported as employee benefits in other tables of this report (item 4-b of Tables 4, 6, 7, 8, etc.). If the employee worked on holidays and received $8.00 per hour for regular straight time worked, but $12.00 per hour for holiday work, for each hour of holiday work $8.00 would be reported in Table 18 as straight time and $4.00 as holiday premium pay.

Payroll data in Table 18 are shown as percent of payroll and cents per payroll hour, but can be converted to dollars per year per employee by using as multipliers the annual figures given in the last column of the table.

Employee benefits are numerous, and there are differences of opinion regarding just what constitutes the benefit package and how it should be computed. Should workers' compensation, suggestion awards, and similar items be included? Should shift differentials, overtime premium pay, etc., be included? Should the base be gross payroll or straight-time pay for time actually worked?

Three methods of computation are illustrated in Chart 2. In this study benefits are shown as 37.1 percent of payroll, with benefits averaging $6,084 per year per employee and total gross payroll of $16,399.

However, if the computation base is changed to "straight-time pay for time worked," or $13,447, the $6,084 in benefits average 45.2 percent.

If overtime and holiday premium pay, shift differentials, production bonus, and other miscellaneous payroll items are also considered benefits, the benefits total $6,832. Compared with the $13,447 of straight-time pay for time worked, the benefits are 50.8 percent.

TABLE 18. Wage Data, by Industry Groups, 1980

Industry group	Average hourly earnings as percent of payroll							Average hourly earnings as cents per hour							Total payroll dollars per year per full-time employee
	Total payroll	Straight-time pay	Overtime premium pay*	Holiday premium pay*	Shift differential	Earned incentive or production bonus	Other	Total payroll	Straight-time pay	Overtime premium pay*	Holiday premium pay*	Shift differential	Earned incentive or production bonus	Other	
Total, all industries	100.0	95.5	2.5	0.5	0.5	0.8	0.2	797	760	20	4	4	7	2	16,399
Total, all manufacturing	100.0	94.6	2.8	0.6	0.6	1.1	0.3	802	758	23	5	5	9	2	16,529
Manufacture of:															
Food, beverages, and tobacco	100.0	95.1	3.5	0.4	0.3	0.6	0.1	746	710	26	3	2	4	1	15,956
Textile products and apparel	100.0	95.9	2.3	0.3	0.4	1.0	0.1	541	520	12	2	2	5	***	11,078
Pulp paper, lumber, and furniture	100.0	95.9	2.2	0.5	0.4	0.4	0.6	753	723	17	3	3	3	4	15,506
Printing and publishing	100.0	94.3	2.7	0.7	0.6	1.4	0.3	830	784	22	5	5	11	3	16,678
Chemicals and allied products	100.0	94.8	3.0	0.6	0.7	0.6	0.3	829	785	25	5	6	5	3	17,305
Petroleum industry	100.0	94.3	3.8	0.6	1.1	**	0.2	1,059	1,000	40	6	11	***	2	22,038
Rubber, leather, and plastic products	100.0	95.0	2.1	0.8	0.4	1.4	0.3	742	706	15	6	3	10	2	15,155
Stone, clay, and glass products	100.0	94.3	3.3	0.6	0.4	1.2	0.2	742	700	24	5	3	9	1	15,262
Primary metal industries	100.0	91.5	3.3	1.8	0.6	2.3	0.5	807	739	26	15	4	19	4	16,572
Fabricated metal products (excluding machinery and transportation equipment)	100.0	94.8	2.9	0.5	0.6	1.0	0.2	754	715	22	4	5	7	1	15,767
Machinery (excluding electrical)	100.0	94.3	3.1	0.4	0.8	1.3	0.1	826	778	26	3	7	11	1	17,400
Electrical machinery, equipment, and supplies	100.0	95.9	2.0	0.2	0.7	1.0	0.2	824	792	16	2	5	8	1	17,054
Transportation equipment	100.0	92.3	4.7	0.9	1.0	0.4	0.7	901	832	42	8	9	3	7	19,070
Instruments and miscellaneous manufacturing industries	100.0	95.2	2.0	0.4	0.5	1.4	0.5	756	720	15	3	4	10	4	15,500
Total, all nonmanufacturing	100.0	96.3	2.1	0.4	0.4	0.6	0.2	790	761	17	3	3	5	1	16,212
Public utilities (electric, gas, water, telephone, etc.)	100.0	95.3	3.7	0.4	0.3	0.1	0.2	952	907	35	4	3	1	2	19,947
Department stores	100.0	97.0	0.7	0.4	0.3	1.6	**	595	577	4	2	2	10	***	11,681
Trade (wholesale and other retail)	100.0	95.7	1.8	0.7	0.1	1.5	0.2	655	627	12	5	***	10	1	13,451
Banks, finance companies, and trust companies	100.0	96.6	1.7	0.4	0.4	0.6	0.3	710	686	12	3	3	4	2	14,462
Insurance companies	100.0	97.4	1.2	0.2	0.1	1.0	0.1	749	729	9	1	1	8	1	14,774
Hospitals	100.0	96.2	1.6	0.6	1.2	0.1	0.3	631	601	10	4	8	6	2	13,024
Miscellaneous nonmanufacturing industries****	100.0	96.9	1.9	0.1	0.1	1.0	**	856	829	16	1	1	9	***	17,462

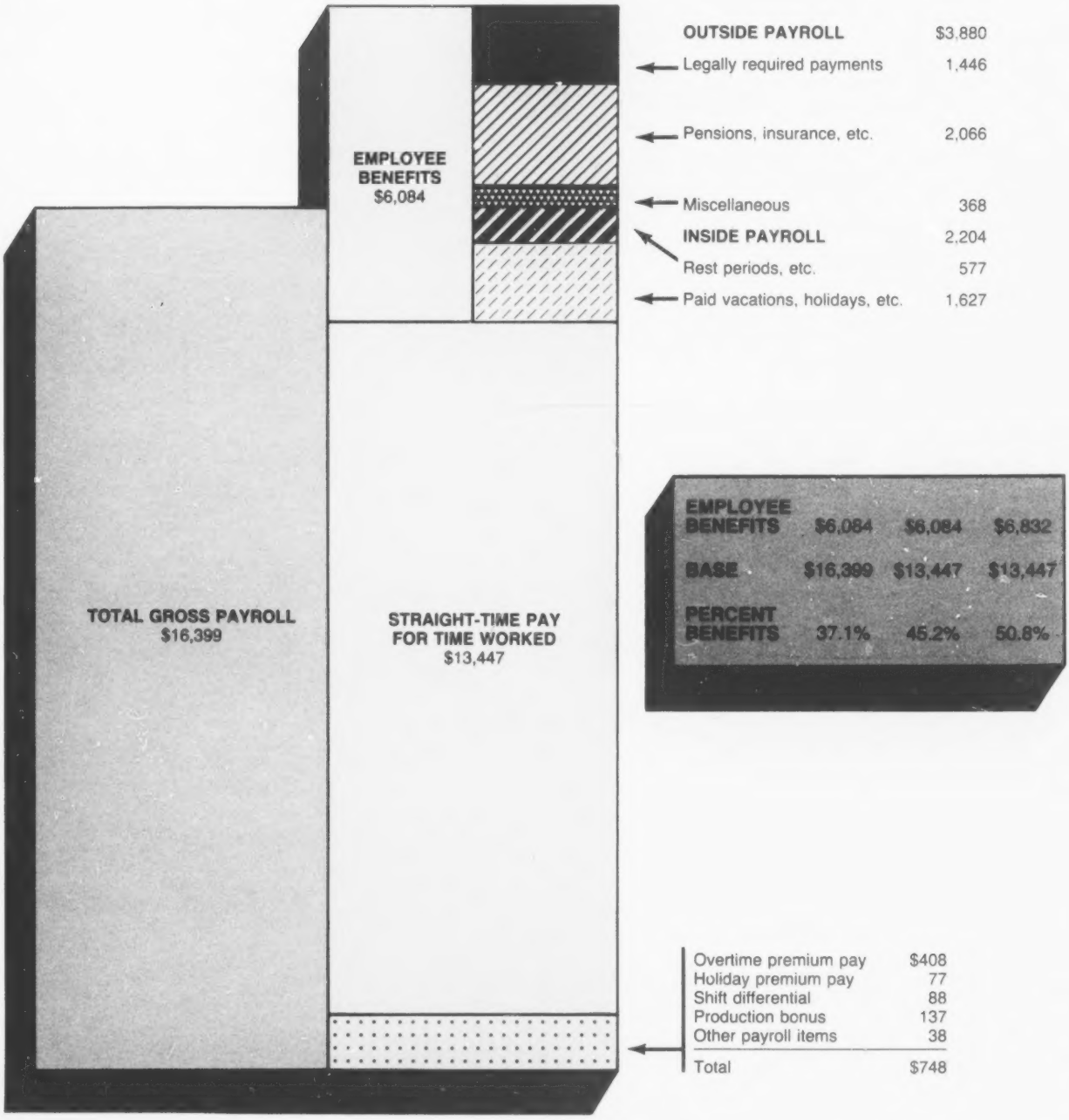
*Includes bonus or premium pay only. If employee receives $6.00 per hour for straight time and $9.00 for overtime, for each overtime hour worked, $6.00 would be shown as straight-time pay and $3.00 as overtime pay.

**Less than 0.05%.

***Less than 0.5¢.

****Includes research, engineering, education, government agencies, construction, etc.

CHART 2. Annual Employee Benefits and Earnings per Employee, 1980



12. COMPARISON OF 1959-80 EMPLOYEE BENEFITS

Of the 983 companies reporting in the 1980 survey, 186 had submitted data in the Chamber's 1959 and later surveys. Thus, it was possible to trace the growth of employee benefits in an identical group of 186 companies.

These 186 firms reported benefit payments rising from 24.7 percent of payroll in 1959 to 31.1 percent in 1969 and 41.4 percent in 1980. This was an increase of 68 percent during the 21-year period (Table 19).

Due to rising wage rates, benefits as cents per payroll hour and as annual dollars per employee increased much more rapidly than on a percent of payroll basis. Employee benefits for this group of companies increased from 62 cents per payroll hour in 1959 to 355.2 cents in 1980, a rise of 473 percent.

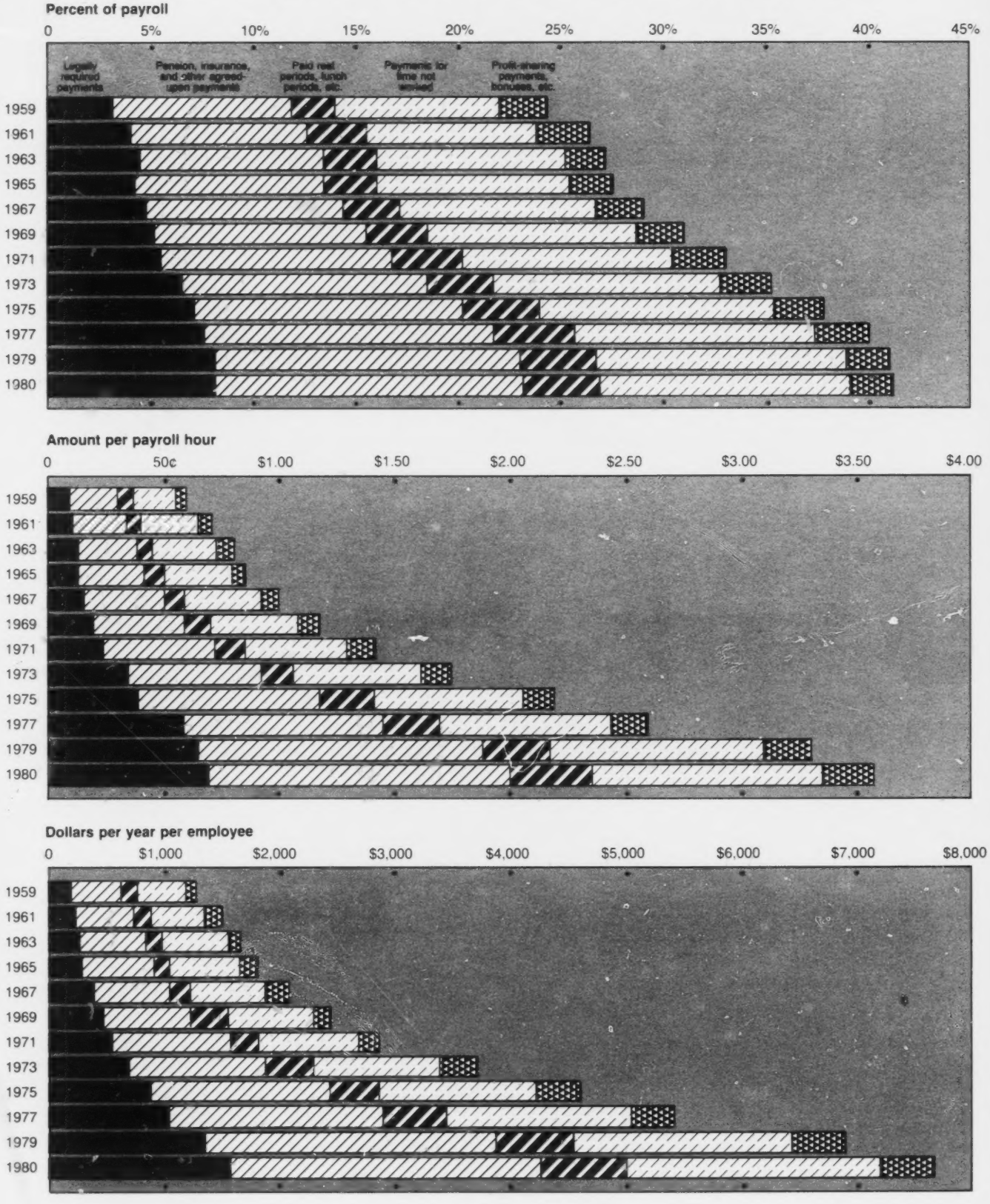
As dollars per year per employee, they increased from $1,282 in 1959 to $7,633 in 1980, an increase of 495 percent.

Average benefits for these 186 companies are somewhat higher than the 983 company averages shown in other tables of this report because many of the 186 companies are rather large and established their benefit programs earlier than the other companies.

TABLE 19. Comparison of 1959-80 Employee Benefits for 186 Companies

Item	1959	1961	1963	1965	1967	1969	1971	1973	1975	1977	1979	1980
All industries (186 companies)												
1. As percent of payroll, total	24.7	26.[illegible]	27.4	27.7	29.2	31.1	33.1	35.3	37.9	40.0	41.3	41.4
a. Legally required payments (employer's share only)	3.5	4.0	4.5	4.2	4.9	5.3	5.6	6.6	7.0	7.6	8.1	8.1
b. Pension, insurance, and other agreed-upon payments (employer's share only)	8.5	8.9	9.1	9.4	9.7	10.4	11.5	12.2	13.4	14.5	15.1	15.2
c. Paid rest periods, lunch periods, etc.	2.2	2.6	2.6	2.6	2.9	3.1	3.2	3.3	3.8	3.8	3.8	3.8
d. Payments for time not worked	8.4	8.9	9.1	9.3	9.5	10.1	10.6	10.8	11.3	11.6	11.8	11.9
e. Profit-sharing payments, bonuses, etc.	2.1	2.2	2.1	2.2	2.2	2.2	2.2	2.4	2.4	2.5	2.5	2.4
2. As cents per payroll hour	62.0	70.8	79.2	85.9	100.6	118.4	141.4	174.0	219.7	260.4	330.6	355.2
3. As dollars per year per employee	1,282	1,461	1,637	1,782	2,084	2,467	2,927	3,640	4,553	5,368	6,871	7,633
All manufacturing (73 companies)												
1. As percent of payroll, total	24.1	25.8	26.7	27.3	29.5	31.4	33.8	36.4	39.5	41.6	42.8	42.9
a. Legally required payments (employer's share only)	4.0	4.5	5.0	4.7	5.4	5.8	6.4	7.4	8.0	8.6	9.1	9.2
b. Pension, insurance, and other agreed-upon payments (employer's share only)	7.2	7.4	7.7	8.1	9.0	9.8	11.4	12.5	13.9	14.9	15.4	15.6
c. Paid rest periods, lunch periods, etc.	2.9	3.5	3.5	3.6	3.7	3.9	4.0	4.0	4.2	4.2	4.2	4.1
d. Payments for time not worked	7.3	7.8	8.0	8.4	8.9	9.4	9.9	10.2	10.8	11.2	11.5	11.7
e. Profit-sharing payments, bonuses, etc.	2.7	2.6	2.5	2.5	2.5	2.5	2.1	2.3	2.6	2.7	2.6	2.3
2. As cents per payroll hour	60.2	69.0	76.6	83.7	97.0	117.2	142.9	173.6	222.2	265.3	341.2	362.8
3. As dollars per year per employee	1,254	1,435	1,610	1,783	2,072	2,493	3,016	3,711	4,685	5,506	7,210	7,567
All nonmanufacturing (113 companies)												
1. As percent of payroll, total	25.2	27.1	27.9	27.9	29.2	31.0	32.5	34.6	37.0	39.1	40.1	40.5
a. Legally required payments (employer's share only)	3.2	3.7	4.2	3.9	4.6	4.9	5.1	6.0	6.4	6.9	7.4	7.5
b. Pension, insurance, and other agreed-upon payments (employer's share only)	9.4	9.9	10.0	10.2	10.2	10.7	11.5	12.1	13.1	14.3	14.8	14.8
c. Paid rest periods, lunch periods, etc.	1.8	2.0	2.0	2.0	2.5	2.7	2.7	2.9	3.5	3.5	3.5	3.5
d. Payments for time not worked	9.2	9.6	9.8	9.8	9.9	10.6	10.9	11.2	11.7	11.9	12.0	12.1
e. Profit-sharing payments, bonuses, etc.	1.6	1.9	1.9	2.0	2.0	2.1	2.3	2.4	2.3	2.5	2.4	2.6
2. As cents per payroll hour	63.3	71.9	80.8	87.3	102.1	119.2	140.5	174.4	218.0	257.2	323.8	350.2
3. As dollars per year per employee	1,299	1,479	1,654	1,781	2,093	2,450	2,870	3,596	4,468	5,279	6,653	7,677

CHART 3. Comparison of 1959-80 Employee Benefits for 186 Companies



13. TOTAL EMPLOYEE BENEFIT COSTS

Employee benefit costs are estimated at $435 billion for 1980, as shown in Table 20. Costs in manufacturing industries are estimated at $126 billion, or 36 percent of the $350.7 billion paid in wages and salaries. Wholesale and retail trade benefits are estimated at $65 billion, or 28.5 percent of the $226.9 billion in wages and salaries. Benefits in service industries are estimated at $54 billion; finance, insurance, and real estate at $31 billion; construction at $21 billion; transportation at $22 billion; utilities and communication at $19 billion; mining at $9.4 billion; agriculture at $3.1 billion; and federal, state, and local benefits at $84.5 billion.

Total benefits for 1929 are estimated at $1.5 billion, or 3 percent of that year's $50.4 billion in wages and salaries (Table 21). There were no Old-Age, Survivors, Disability, and Health Insurance or Unemployment Compensation programs. The only legally required payments were workers' compensation and government employees' retirement, totaling 0.8 percent.

Agreed-upon programs in 1929 are estimated at 0.4 percent, including small amounts for private pension and insurance programs. Rest periods are estimated at 1 percent, and time paid for but not worked is estimated at 0.7 percent. In 1929, vacations and paid holidays were usually limited to office workers, with the one-week vacation common, and paid holidays considerably fewer than today. Bonuses, profit-sharing, and other miscellaneous benefits in 1929 are estimated at 0.1 percent.

The 1959 benefits are estimated at 19 percent of wages and salaries, or $49 billion. This includes 4.2 percent for legally required payments, 4.2 percent for agreed-upon payments, 3 percent for rest periods, 6.6 percent for time not worked, and 1 percent for other benefits.

Benefit payments for 1969 are estimated to have reached $121 billion, or 24 percent of payroll. Legally required payments are estimated at 6.6 percent; agreed-upon payments at 5.1 percent; rest periods, 3.3 percent; time not worked, 7.7 percent; and bonuses, profit-sharing payments, etc., 1.3 percent.

Total 1980 benefits are estimated at 32.3 percent of payroll. This includes 9.4 percent for legally required payments, 8.3 percent for pension, insurance, and other agreed-upon payments; and 3.8 percent for rest periods. Vacations, holiday, sick leave, and other time not worked is estimated at 9.9 percent, and bonuses, profit-sharing, and other miscellaneous payments at 0.9 percent.

TABLE 20. Estimated Total Employee Benefits Payments, 1980

Industry	Wages and salaries (Billion dollars)	Benefit payments	
		Percent	Billion dollars
Manufacturing	$ 350.7	36.0%	$126.0
Trade (wholesale and retail)	226.9	28.5	65.0
Services	217.7	25	54.0
Finance, insurance, and real estate	78.1	39.5	31.0
Construction	77.8	27	21.0
Transportation	57.2	38.5	22.0
Utilities and communication	44.6	42.5	19.0
Mining	22.7	42	9.4
Agriculture	14.2	22	3.1
Private industry	1,089.9	32.2	350.5
Government (federal, state, local)	253.6	33.3	84.5
Total, all industries	$1,343.5	32.3%	$435.0

SOURCES: Wages and salaries data from United States Department of Commerce.
Employee benefit data estimated by Chamber of Commerce of the United States.

TABLE 21. Growth of Employee Benefits, 1929 to 1980

Type of payment	1929	1959	1969	1979	1980
	(Percent of wages and salaries)				
1. Legally required	0.8%	4.2%	6.6%	9.4%	9.4%
Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	0	1.7	3.5	4.8	4.8
Unemployment Compensation	0	0.9	0.7	1.2	1.1
Workers' compensation	0.6	0.6	1.0	1.0	0.9
Government employee retirement	0.2	0.8	1.1	2.1	2.3
Other	0	0.2	0.3	0.3	0.3
2. Agreed-upon	0.4	4.2	5.1	8.1	8.3
Pensions	0.2	2.6	2.7	3.6	3.6
Insurance	0.1	1.3	2.1	4.1	4.2
Other	0.1	0.3	0.3	0.4	0.5
3. Rest periods	1.0	3.0	3.3	3.8	3.8
4. Time not worked	0.7	6.6	7.7	9.4	9.9
Vacation	0.3	3.5	3.9	4.8	5.0
Holidays	0.3	2.2	2.7	3.2	3.4
Sick leave	0.1	0.8	0.9	1.2	1.3
Other	0	0.1	0.2	0.2	0.2
5. Bonuses, profit-sharing, etc.	0.1	1.0	1.3	1.1	0.9
Total benefit payments	3.0%	19.0%	24.0%	31.8%	32.3%
	(Billion dollars)				
Wages and salaries	$50.4	$258.2	$509.0	$1,227.4	$1,343.5
Total benefit payments	$ 1.5	$ 49.0	$121.0	$ 390.0	$ 435.0

Source: Estimated by Chamber of Commerce of the United States.

14. SUPPLEMENTS TO WAGES AND SALARIES

The United States Department of Commerce publishes some employee benefits data in its National Income statistics. Listed as supplements to wages and salaries, and covering the period 1929 to date, they consist chiefly of legally required payments and expenditures for private pension and welfare plans (items B and C of the Chamber questionnaire). These costs grew from $0.7 billion in 1929 to $252.9 billion in 1980, as shown in Table 22 and Chart 4. The 1980 costs averaged 18.8 percent of wages and salaries for all industries, but ranged from 12.9 percent for agriculture, forestry, and fisheries and 13.9 percent for the service industries, to 26.1 percent for electric, gas, and sanitary services, and 32.5 percent for communication.

TABLE 22. Supplements to Wages and Salaries, 1929 to 1980

(United States Department of Commerce Data)

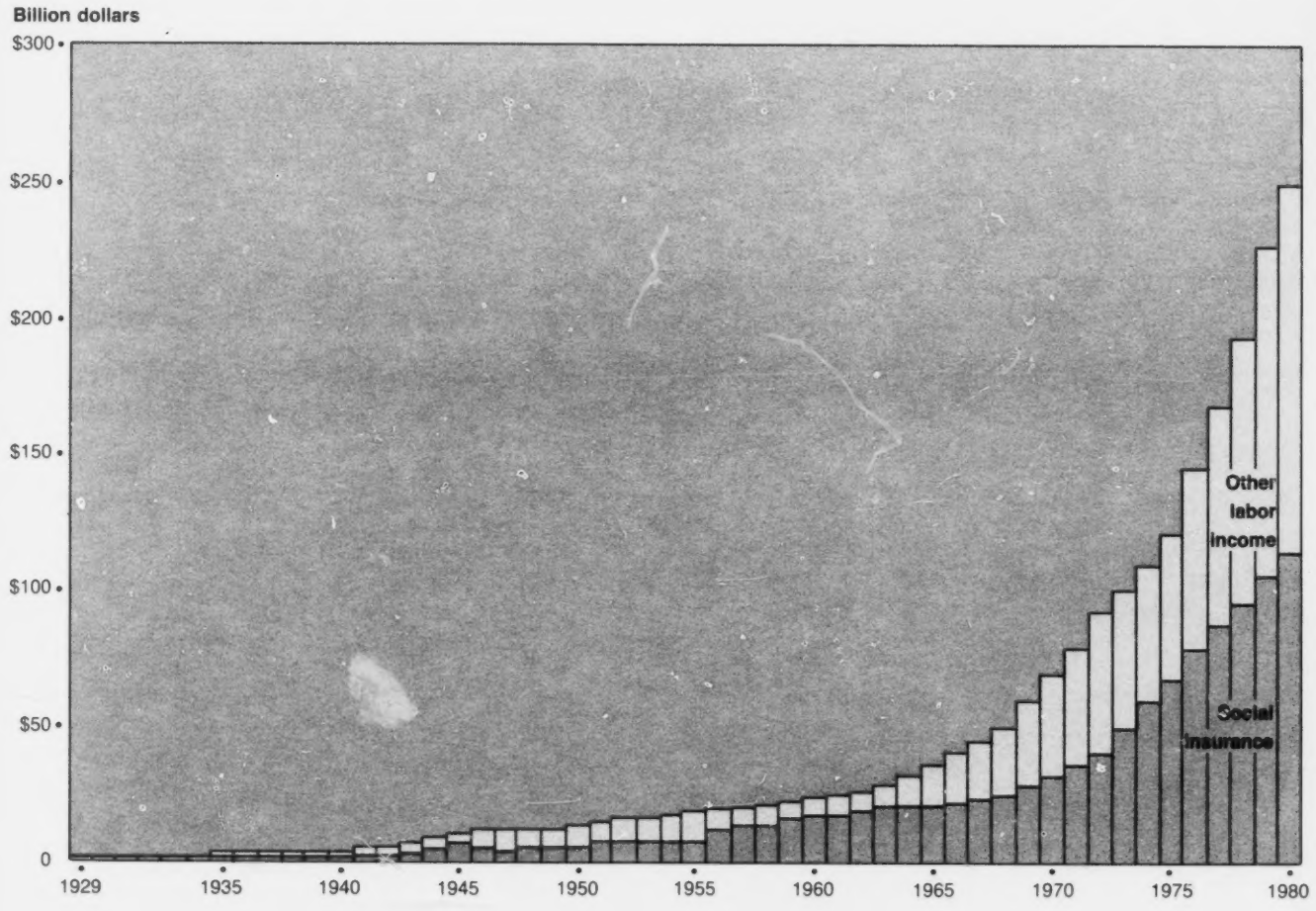
Item	1929	1935	1940	1945	1950	1955	1960	1965	1970	1975	1980
	Million dollars*										
Total supplements to wages and salaries	662	650	2,311	5,604	7,818	13,238	23,000	34,538	63,240	124,980	252,907
Employer contributions for social insurance	101	171	1,624	3,805	4,164	6,216	11,780	16,698	30,733	60,457	115,793
Federal social insurance funds	29	44	1,469	3,580	3,482	4,957	9,645	13,668	24,839	48,921	92,043
Old-Age, Survivors, and Disability Insurance	...	...	329	630	1,308	2,825	5,632	8,330	15,182	30,490	54,707
Hospital insurance	...	...	...	...	...	...	...	...	2,342	5,610	11,436
State unemployment insurance	...	7	813	1,011	1,217	1,221	2,300	3,076	2,493	5,516	12,029
Federal unemployment tax	...	...	98	174	232	304	343	558	854	1,294	3,601
Federal civilian employee retirement	21	32	93	227	316	144	838	1,146	2,215	4,353	7,543
Other items	8	5	136	1,538	409	463	532	558	803	1,658	2,727
State and local social insurance funds	72	127	155	225	682	1,259	2,135	3,030	5,844	11,536	23,750
State and local employee retirement	72	127	155	225	510	985	1,775	2,525	5,091	10,170	19,998
Other items	...	...	...	...	172	274	360	505	753	1,366	3,752
Other labor income	561	479	687	1,799	3,654	7,022	11,220	17,840	32,507	64,523	137,114
Employer contributions to private pension and welfare funds	169	180	282	1,132	3,534	6,845	10,969	17,485	31,937	63,595	**
Pension and profit-sharing	...	...	...	...	1,713	3,377	4,866	7,646	13,050	28,253	**
Group health insurance	...	...	...	...	781	1,706	3,374	5,890	12,099	24,043	**
Group life insurance	...	...	...	...	249	561	1,080	1,651	2,891	4,368	**
Workers' compensation	...	...	...	...	791	1,150	1,529	2,177	3,786	6,695	**
Supplemental unemployment	...	...	...	...	...	51	120	121	111	236	**
Other items	392	299	405	667	120	177	251	355	570	928	**
	Total supplements as percent of wages and salaries										
All industries	1.3	1.8	4.6	4.8	5.3	6.3	8.5	9.5	11.5	15.5	18.8
Agriculture, forestry, and fisheries	0.4	0.5	0.6	0.4	0.6	1.9	4.7	5.6	7.4	10.7	12.9
Mining	1.6	1.7	5.7	4.0	9.4	10.5	12.2	12.8	15.3	18.5	21.0
Contract construction	2.3	3.5	6.6	5.3	5.9	6.5	7.0	8.5	9.9	12.5	15.1
Manufacturing	0.9	1.2	5.2	5.1	6.6	8.3	10.8	12.0	14.4	19.6	23.1
Transportation	2.0	2.7	6.2	6.0	6.6	7.4	9.6	10.6	12.7	18.7	21.1
Communication	2.1	4.4	8.8	8.9	10.1	8.9	11.1	18.2	24.0	28.9	32.5
Electric, gas, and sanitary services	1.7	2.2	6.2	9.4	9.2	10.6	12.6	14.4	16.8	22.6	26.1
Wholesale and retail trade	0.6	0.8	3.9	3.4	3.8	4.3	6.4	7.6	9.4	11.9	14.7
Finance, insurance, and real estate	2.4	2.6	6.0	5.1	6.1	7.5	9.6	11.4	13.3	17.8	20.5
Services	0.4	0.6	2.4	2.2	2.5	3.3	5.1	6.2	7.9	11.5	13.9
Government and government enterprises	3.2	3.4	4.1	5.3	4.2	4.1	7.2	7.9	10.0	14.2	19.0
All private enterprises	1.1	1.4	4.8	4.5	5.5	6.7	8.7	9.9	11.9	15.9	18.8

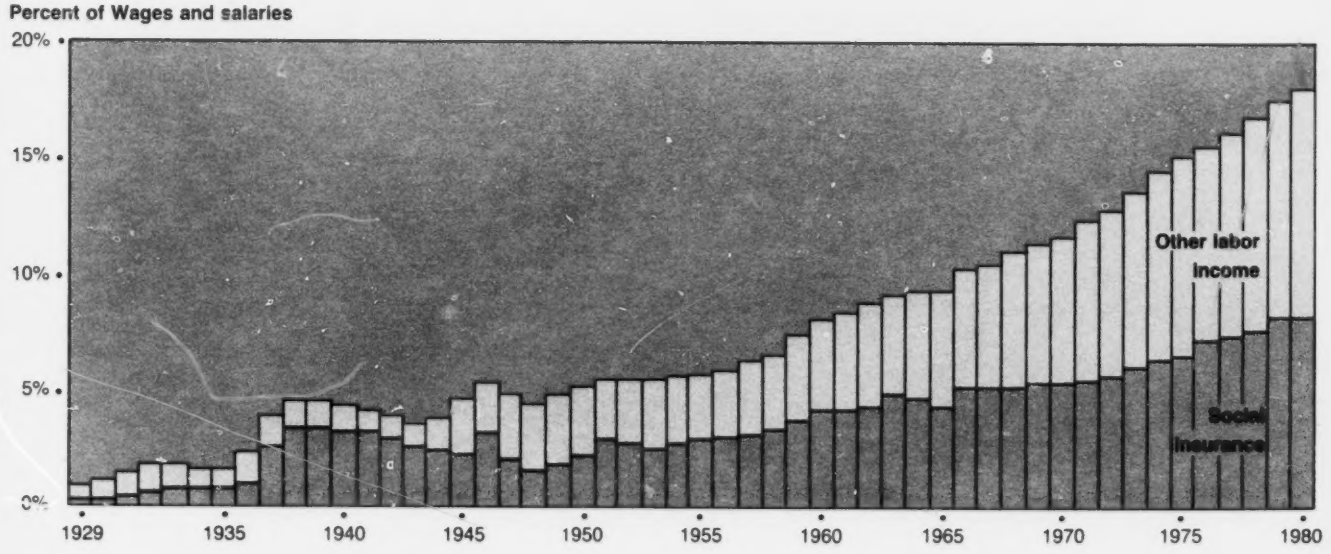
Due to changes in classification, 1929-45 data are not strictly comparable with more recent data.

**Data not available.*

Source: United States Department of Commerce data. Percentages computed by Chamber of Commerce of the United States.

CHART 4. Supplements to Wages and Salaries, 1929 to 1980





15. HOW EMPLOYEE BENEFITS WERE SURVEYED

As in earlier studies, it was necessary to go directly to employers for the basic data on employee benefits. The mailing list included firms reporting in the Chamber's 1978 and 1979 surveys, plus samples of firms from POOR'S REGISTER OF DIRECTORS AND EXECUTIVES 1980 (omitting firms with fewer than 100 employees), plus a number of large and medium-sized public utilities, banks, insurance companies, and wholesale and retail trade firms. Questionnaires were also sent to firms requesting that they be included in the survey. Questionnaires were sent to some of their members, or lists of some of their members were furnished to the Chamber, by the National Retail Merchants Association, the Hospital Association of New York State, the Hospital Association of Pennsylvania, the Kansas City Area Hospital Association, and the American Paper Institute.

EMPLOYEES COVERED

This study is, in general, limited to employees who are not exempt from the Fair Labor Standards Act. Pay of workers covered by this survey varies with the number of hours worked. However, for banks, financial institutions, etc., all nonsupervisory employees and working supervisors are included, regardless of their method of wage payment.

COMPUTATION METHOD

The method of computation used in this study is outlined below. Also shown is a procedure for computing a company's benefit payments on a basis comparable to that used in this report.

In combining company data to form industry averages, the percentages for individual companies were added together without weighting. Otherwise, data for a few large companies might obscure the data of many small firms. Also, this procedure tended to compensate for the lower percentage coverage of smaller firms.

YOUR COMPANY'S EMPLOYEE BENEFITS

After the Chamber's previous benefits studies were published, several companies inquired how their data might be compiled on a comparable basis. This can be done by completing the questionnaire on pages 34-36 and performing the following computations.

1. Total benefit payments (Questionnaire items B through F) .....$_____
2. "Full-time equivalent" employees (In questionnaire item H divide the hours for all employees by the hours for a full-time employee) .....

Employee benefit payments as:

Percent of payroll (Item 1 above divided by questionnaire item A-7) .....

Cents per payroll hour (Item 1 above divided by the hours for all employees in questionnaire item H) .....

Dollars per year per employee (Item 1 above divided by item 2 above) .....

	Our Company	Our Industry	All Manufacturing	All non-Manufacturing	All Industries
Employee benefits as:					
Percent of payroll	_____%	_____%	38.2%	35.9%	37.1%
Cents per payroll hour	_____¢	_____¢	306.3¢	283.7¢	295.8¢
Dollars per year per employee	$_____	$_____	$6,314	$5,820	$6,084

16. COPY OF QUESTIONNAIRE USED IN SURVEY

INSTRUCTIONS

EMPLOYEE BENEFITS SURVEY—1980

THIS SURVEY IS CONFIDENTIAL

Data of individual firms will not be disclosed. Data furnished will be published only in the form of totals for groups of companies. Only persons handling the research will see your report.

1. **COVERAGE.** If you have several divisions or plants, data covering any typical group of employees will be satisfactory.
2. **EMPLOYEES COVERED IN SURVEY.** Except for banks, financial institutions, etc., limit data included in this report to hourly-rated employees and to salaried employees who are paid on a similar basis. That is, include data for salaried employees if their pay varies depending on whether they work overtime, or less than full time, but do not include them if they receive their regular daily or weekly pay regardless of hours worked. Since this definition would exclude many employees of **banks, financial institutions, etc.,** for these firms please include all nonsupervisory employees and all working supervisors, regardless of their method of payment. Please exclude all officers of company. **Hospitals** having difficulty making this employee separation can also include data for all employees.
3. **APPROXIMATE OR INCOMPLETE DATA.** If you are unable to give exact data for the various items in the questionnaire, please give estimates—we would prefer a good estimate to a blank space. If you are unable to break down the data on payments exactly as we have outlined it, please give the data that is available. Please indicate the items for which payments were made, but for which you cannot give separate figures.
4. **QUESTION A. GROSS PAYROLL DATA.** For this item report actual wages (not take-home pay after deductions have been made). Report on line A-1 the straight-time wages for all hours, including pay for time not worked, plus payments in lieu of vacations and holidays. Report premium and bonus payments on other lines. Thus, if an employee receives $8.00 an hour for straight time and $4.00 additional for overtime after 40 hours, for each hour of overtime worked after 40 hours, $8.00 would be entered on line A-1, and $4.00 on line A-2.
5. **ITEMS C-1, C-4, and C-6. PENSION AND INSURANCE PREMIUMS.** For pension and insurance premiums, report net payments after deducting any dividends or credits returned to employer by insurer. In **pension programs** the company's long-term commitment is fixed, not tied to profits. Profit sharing payments are reported as Item F-1.
6. **ITEM C-4. LIFE INSURANCE.** Exclude premiums for life insurance purchased under a pension plan. Such premiums should be reported under Item C-1.
7. **ITEM C-6. MEDICAL CARE INSURANCE.** Include premiums which supplement Medicare coverage of retired employees.
8. **ITEM F-1. PROFIT-SHARING PAYMENTS.** Company contributions are based on current profits of the business, fluctuating with current profit levels.
9. **ITEM F-2. CONTRIBUTIONS TO EMPLOYEE THRIFT PLANS.** Company contributions are not tied to current profit levels, but are a fixed proportion of amount contributed by employees.
10. **QUESTION G. EMPLOYEE PAYROLL DEDUCTIONS.** For this question report deductions from employee pay. Employer contributions are reported in questions B and C.
11. **QUESTION H. EMPLOYEE HOURS.** This is the number of hours worked or paid for, corresponding to earnings given on line A-1. **Employee hours for full-time employee.** Report the total number of hours for a typical full-time employee in 1980. It would be the number of hours representing the wages shown on line A-1, including paid vacation period, paid holidays, paid sick leave, etc. If hours would not be the same for all employees, show hours for the majority of employees.

CONFIDENTIAL

EMPLOYEE BENEFITS SURVEY—1980

Name of Firm _____ Date _____

Address _____ City _____ State _____ Zip Code _____

Name of Company Official _____ Title _____

Show actual data or best estimate for employees covered in survey.

Total amount for 1980

A. GROSS PAYROLL FOR EMPLOYEES IN SURVEY: (See Instructions No. 4)

1. Straight time for employees in survey		$ _____
2. Overtime premium pay	Include **BONUS AND**	$ _____
3. Holiday premium pay	**PREMIUM PAY ONLY**	$ _____
4. Shift differential	on lines 2-6.	$ _____
5. Earned incentive or production bonus	Report straight-time	$ _____
6. Other (Specify: _____)	pay on line 1.	$ _____
7. Total gross payroll		$ _____

B. LEGALLY REQUIRED PAYMENTS (employer's share only):

1. Old-Age Survivors, Disability, and Health Insurance (employer FICA taxes)	$ _____
2. Unemployment Compensation (Federal and state taxes)	$ _____
3. Workers' Compensation (estimate cost if self-insured)	$ _____
4. Railroad Retirement Tax	$ _____
5. Railroad Unemployment and Cash Sickness Insurance	$ _____
6. State sickness benefits insurance	$ _____
7. Other (Specify: _____)	$ _____
8. Total	$ _____

C. VOLUNTARY OR AGREED-UPON PAYMENTS (employer's share only):

1. Pension plan premiums under insurance and annuity contracts (net) (See Instructions No. 5)	$ _____
2. Payments to uninsured trusteed pension plans	$ _____
3. Pension payments under unfunded pension programs	$ _____
4. Life insurance premiums (net) (See Instructions Nos. 5 and 6)	$ _____
5. Death benefits not covered by insurance	$ _____
6. Hospital, surgical, medical, and major medical insurance premiums (net) (See Instructions No. 7)	$ _____
7. Hospital, surgical, medical, and major medical payments self-insured	$ _____
8. Short-term disability, sickness or accident insurance (company plan or insured plan)	$ _____
9. Salary or wage continuation or long-term disability (insured, self-administered, or trust)	$ _____
10. Dental insurance premiums	$ _____
11. Discounts on goods and services purchased from company by employees	$ _____
12. Employee meals furnished by company	$ _____
13. Other (Specify: _____)	$ _____
14. Total	$ _____

For Office Coding—Leave Blank

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71 _____ _____ _____

6 _____ _____ _____

_____ _____ _____

12 _____ _____ _____

_____ _____ _____

18 _____ _____ _____

_____ _____ _____

24 _____ _____ _____

Please return the filled-out questionnaire to:
EMPLOYEE BENEFITS SURVEY/ECONOMIC POLICY DIVISION
CHAMBER OF COMMERCE OF THE UNITED STATES/WASHINGTON, D.C. 20062

CONFIDENTIAL

	Total amount for 1980	For Office Coding—Leave Blank
D. PAID REST PERIODS, COFFEE BREAKS, LUNCH PERIODS, WASH-UP TIME, TRAVEL TIME, CLOTHES-CHANGE TIME, GET-READY TIME, ETC.	$	27
E. PAYMENTS FOR TIME NOT WORKED:		
1. Payments for or in lieu of vacations	$	30
2. Payments for or in lieu of holidays not worked	$	
3. Sick leave pay	$	36
4. Payments required under guaranteed workweek or workyear	$	
5. Jury, witness, and voting pay allowances	$	
6. National Defense, State or National Guard duty	$	
7. Payment for time lost due to death in family or other personal reasons	$	
8. Other (Specify:)	$	39
9. Total	$	
F. OTHER ITEMS:		
1. Profit-sharing payments (See Instructions No. 8)		
(a) Current cash payments	$	
(b) Payments to deferred profit-sharing trusts	$	
2. Contributions to employee thrift plans (See Instructions No. 9)	$	48
3. Christmas or other special bonuses (not tied to profits), service awards, suggestion awards, etc.	$	
4. Employee education expenditures (tuition refunds, seminar attendance, etc.)	$	54
5. Payments to union stewards or officials for time spent in settling grievances or in negotiating agreements	$	
6. Special wage payments ordered by courts, wage adjustment boards, etc.	$	
7. Other (Specify:)	$	57
8. Total	$	
G. EMPLOYEE PAYROLL DEDUCTIONS: (See Instructions No. 10)		
1. Old-Age, Survivors, Disability, and Health Insurance (employee FICA taxes)	$	60
2. Railroad Retirement Tax	$	
3. State sickness benefits insurance tax	$	
4. Pension plan premiums or contributions	$	66
5. Life insurance premiums	$	
6. Hospital, surgical, medical, and major medical insurance premiums or contributions	$	
7. Other (Specify:) Do not include deductions for income tax	$	69
8. Total	$	
H. EMPLOYEE HOURS (hours worked or paid for, including time actually worked, plus holidays, vacation, sick leave, and other time paid for but not worked) (See Instructions No. 11)		
1. All employees in survey (total hours during 1980)		72
2. Typical full-time employee (total hours during 1980)		76

I. TYPE OF BUSINESS and principal lines or products manufactured or handled:

Please return the filled-out questionnaire to:
EMPLOYEE BENEFITS SURVEY/ECONOMIC POLICY DIVISION
CHAMBER OF COMMERCE OF THE UNITED STATES/WASHINGTON, D.C. 20062